



Diversity, Equity & Inclusion Workshop

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Objectives

- Name four types of diversity in the workplace
- Identify what Diversity, Equity and Inclusion (DEI) mean in the workplace
- Discuss the differences between equity, diversity and inclusion
- Identify the importance and benefits of increasing the diversity and inclusion in the workplace
- Start to develop a mini DEI plan

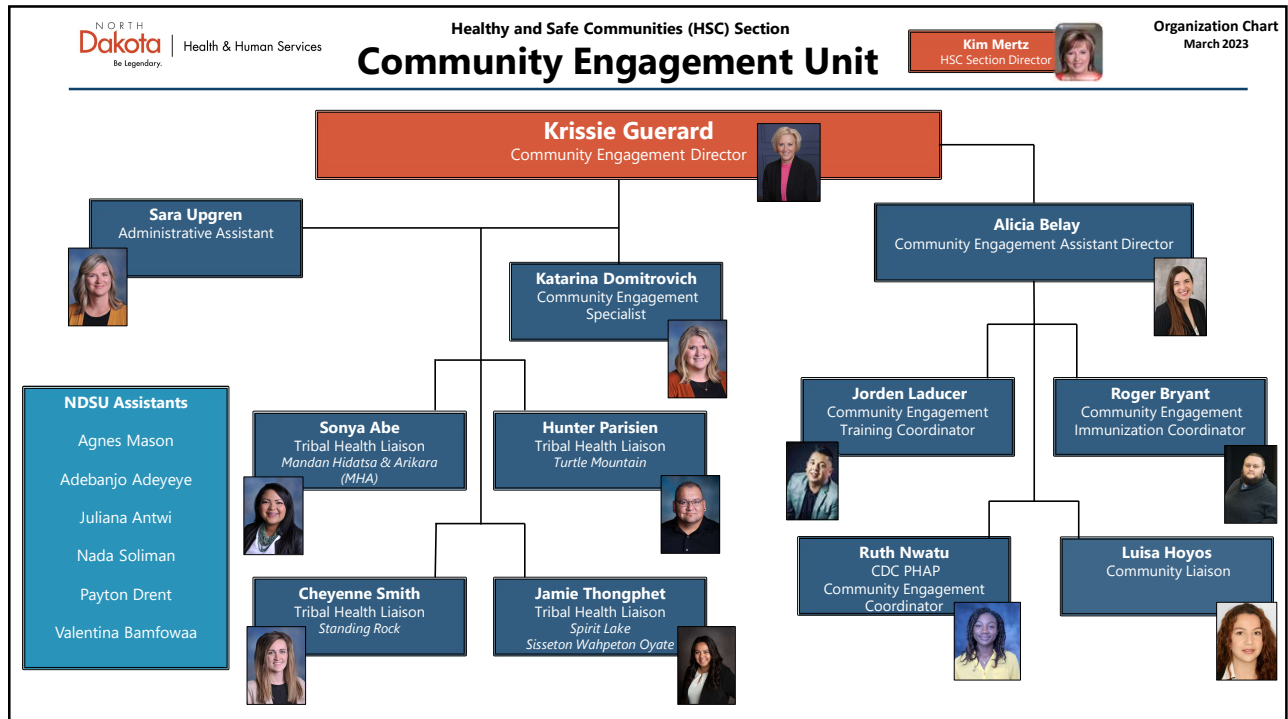
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Community Engagement Unit (CE)

- The Community Engagement Unit works to understand and reduce health disparities among all North Dakotans. The primary goal is to reduce rates of disease by providing opportunities for interventions and improving access to health care. This will ensure all North Dakotans receive the highest quality of health.

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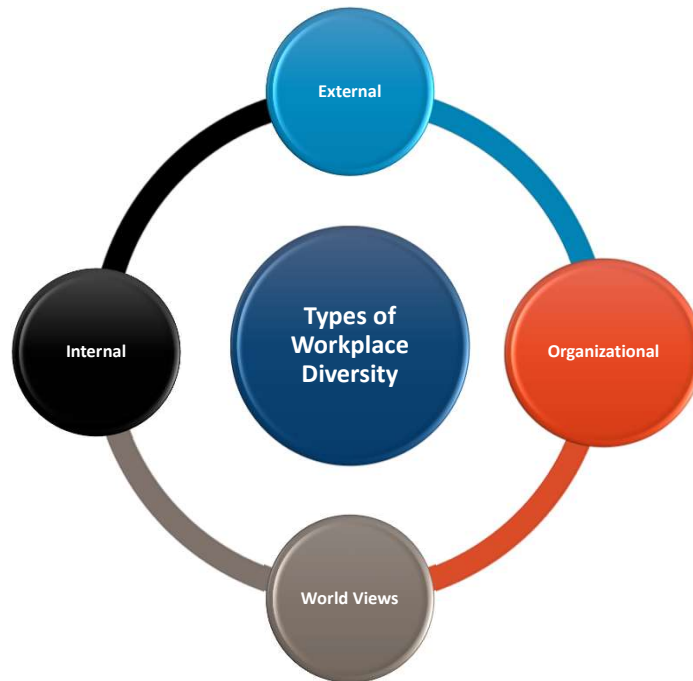
What is Diversity?

*“Full spectrum of human differences” refers to unique characteristics in people along the lines of **gender, sexual orientations, religious beliefs, age, ethnicities, races, geographical locations, cultures, class, physical abilities, etc.***

Gallup Report, 2018



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Internal Diversity

These are factors that a person is born into or belongs to. In most cases, a person has no control over changing these diversities. These factors include:

- **Race**
- **Age**
- **Ethnicity**
- **National Origin**
- **Physical abilities**
- **Cultural Diversity**



*“We may have different religions, different languages,
different colored skin, but we all belong to one human race”
-Kofi Annan-*

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External Diversity

These are diversities or characteristics related to a person, but they are not born into it. In other words, these characteristics can be changed or modified by a person. These include:

- **Education**
- **Skills and Interests**
- **Religion**
- **Geographical Location**
- **Relationship Status**
- **Socioeconomic Status**
- **Experiences**

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Organizational Diversity

Relates to the differences between people that are assigned to them by an organization.

- **Job function**
- **Management status**
- **Pay type**
- **Seniority**



"When everyone is included, everyone wins!"
-Jesse Jackson-

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World Views

These are the differences and diversity of people's:

- **Political Beliefs**
- **Outlook on life**
- **Moral 'compass'**



We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams
-Jimmy Carter-

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What is Inclusion in the Workplace?

“the achievement of a work environment in which **all individuals** are **treated fairly** and **respectfully**, **have equal access** to **opportunities** and **resources**, and can **contribute fully** to the organization’s **success**.”

Society for Human Resource Management (SHRM)

“Making the mix work”



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Activity



Cross the line activity



10 mins

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Types of Biases

Implicit Bias

- A bias or prejudice that is present but not consciously held or recognized.


Explicit Bias

- The attitudes and beliefs we have about a person or group on a conscious level.



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Forms of Bias



Confirmation Bias

Gender Bias

Halo or Horn Effect

Beauty Bias

Affinity Bias

Ageism Bias


Conformity Bias

Ableism Bias


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Activity



Confront Stereotypes head-on




10 mins



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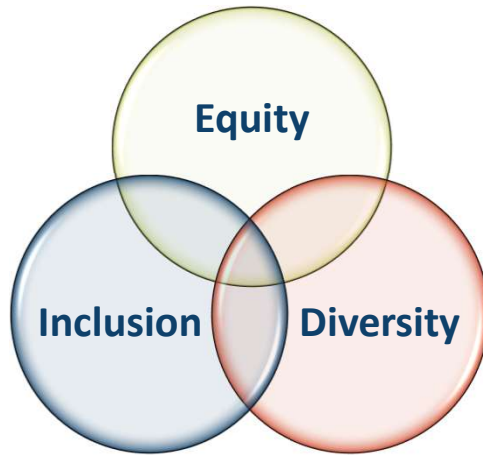
Differences between Diversity and Inclusion

Diversity	Inclusion
Refers to the differences in social, racial, cultural, socioeconomic backgrounds, geographical locations, age, interests, physical and mental abilities, etc., that make individuals unique	Refers to the conscious efforts, behaviors, policies, and norms to make every person feel seen, heard and valued with their unique differences
Concept of bringing different people together in the same place	The strategies and methods that help diversity work in an organization
Achieved when recruiters aim towards heterogeneity and fight any biases in the hiring process	Achieved when all members in an organization feel psychologically safe and included
Relies on inclusion for successful execution	Is vital for diversity to work



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Intersectionality of DEI




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What is equity?


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Equality is everyone getting a pair of shoes.




Diversity is everyone getting a different type of shoe.



Equity is everyone getting a pair of shoes that fits.




Acceptance is understanding we all wear different kinds of shoes.



Belonging is wearing the shoes you want without fear of judgment.

How Equity Compares to Additional DEI Terminology



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Cultural Competence

The ability of an individual to understand and respect values, attitudes, beliefs and customs that differ across cultures


- Cultural competence holds the principles of trust, respect for diversity, equity, fairness and social justice
- Self-awareness.
- Acceptance of differences across cultures





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Activity



Think of something your organization is doing to improve diversity and what they are doing to improve inclusion.



15 mins



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Benefits of Diversity & Inclusion

- Higher employee engagement
- Increased revenue and benefits
- Boost to company reputation
- Higher employee retention
- Better decision making
- Higher innovation



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Improving DEI in the Workplace as an Employee

- Drive positive change in the organization (e.g, join or start a DEI committee)
- Be receptive of other people's ideas
- Understand personal diversity elements
- Commit to continuous improvement
- Communicate and educate (if you see something, say something)

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Improving DEI in the Workplace as an Employee

- Know organizational diversity goals and vision
- Effectively participate in employee engagement surveys
- Engage in diversity efforts (e.g., take DEI training often)
- Become culturally competent
- Treat people in a way they wish to be treated

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#IDEAASStartsWithI

- <https://youtu.be/bnUCPubY8Cg>

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<p>Consider</p>	<p>What policies at your organization impact diversity, equity, and inclusion?</p>
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Activity



If I ruled the World



15 mins

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Create a workplace plan to increase DEI

1. Support learning and development in the workplace
2. Improve leadership commitment to DEI
3. Increase employee experience of belonging
4. Increase workforce diversity

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DEI Strategic Plan

GOAL: Support DEI Learning & Development in Workplace

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DEI Strategic Plan

GOAL: Support DEI Learning & Development in Workplace

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	Status
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DEI Strategic Plan

GOAL: Support DEI Learning & Development in Workplace

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	Status
Activity 1:					
Discuss @ team meeting available DEI trainings	All team members	Before September 2023	Meeting for DEI Training	Manager	
Schedule agreed DEI training for the department	DEI lead	Before March 2024	Schedule Training	DEI training Specialists	

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DEI Strategic Plan

GOAL: Support DEI Learning & Development in Workplace

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	Status
Activity 1:					
Discuss @ team meeting available DEI trainings	All team members	Before September 2023	Meeting for DEI Training	Manager	
Schedule agreed DEI training for the department	DEI lead	Before March 2024	Schedule Training	DEI training Specialists	
Activity 2:					
Discuss financial & non-financial resources to support events & trainings	DEI team	Before January 2023	Resources plan	Manager & team members	

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Create a workplace plan to increase DEI

1. Support learning and development in the workplace
- 2. Improve leadership commitment to DEI**
3. Increase employee experience of belonging
4. Increase workforce diversity

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Improve Leadership Commitment to DEI

Strategic plan items:

Activity 1

- Discuss DEI in the team meeting
- Discuss @ team meeting how to start to improve

Activity 2

- Establish a DEI Leadership group

Activity 3

- Measure DEI already existing in workplace
- Identify DEI priorities based on assessment of the organization's current state

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Create a workplace plan to increase DEI

1. Support learning and development in the workplace
2. Improve leadership commitment to DEI
- 3. Increase employee experience of belonging**
4. Increase workforce diversity

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Increase Employee Experience of Belonging

Strategic plan items:

Activity 1

- Plan two Diversity/Inclusion events
- Event 1: cross the line
- Event 2: Facing Stereotypes head-on

Activity 2

- Search for mechanisms to gather employee feedback and ideas
- Share ideas with the team
- Implement first mechanism chosen

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Create a workplace plan to increase DEI

1. Support learning and development in the workplace
2. Improve leadership commitment to DEI
3. Increase employee experience of belonging
- 4. Increase workforce diversity**

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Increase Workforce Diversity

Strategic plan items:

Activity 1

- Explore new platforms for advertising for positions

Activity 1

- Revise website to increase visibility of diversity activities

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Open Discussion & time for Questions

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DEI Strategic Plan

GOAL: Improve Leadership Commitment to DEI

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	Status
Starting from the top discuss DEI in the team meeting	DEI lead	Before September 2023	Discuss with manager	Manager	
Measure DEI already existing in workplace	Team members	Before September 2023	Document of existing DEI measures	Team Members	
Discuss @ team meeting how to start to improve	DEI lead	Before October 2023		The work colleagues/ Manager	
Establish a DEI Leadership group	Manager/ Director	Before December 2023	DEI group assigned	All department	
Identify DEI priorities based on assessment of the organization's current state	DEI group	Before February 2024	DEI Improvement Plan	All organization	

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GOAL: Support DEI Learning & Development in Workplace

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	In Progress	Completed
Activity 1:						
Discuss @ team meeting available DEI trainings	All team members	Before September 2023	Meeting for DEI Training	Manager		
Schedule agreed DEI training for the department	DEI lead	Before March 2024	Schedule Training	DEI training Specialists		
Activity 2:						
Discuss financial & non-financial resources to support events & trainings	DEI team	Before January 2023	Resources plan	Manager & team members		

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GOAL: Increase Employee Experience & Belonging

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	In Progress	Completed
Activity 1:						
Plan for inclusive/ diverse activities in the workplace	DEI lead	Before January 2024	Activities plan done	DEI assigned group		
Hold 1 st activity	DEI lead & team	Before March 2024	Choose a day and invite the team members	Team members		
Hold 2 nd activity	DEI lead & team	Before May 2024	Team Album	Team Members		
Activity 2:						
Search for mechanisms to gather employees' feedback & ideas	DEI team & manager	Before October 2023	One chosen mechanism	Team members		
Implement first the mechanism chosen	DEI team	Before January 2024	Feedback collected	Whole organization		

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GOAL: Increase Workforce Diversity

Action Steps/ Activities	Who's responsible	Date	Measure	Partners	In Progress	Completed
Activity 1:						
Develop a plan to increase diverse employees within workplace	All the department under manager	Before December 2023	Activities plan done	Recruiters in the state		
Start the Recruitment process	Manager & Recruiters	Before March 2024	Advertising for available positions	Recruiters		
Activity 2:						
Highlight diversity on the career page on your website	Manager	Whenever needed	Position ad	Recruiters?		