

*Neely*

Everyone deserves a little couch-time.

**It's More Than One Race:**  
The Benefits of Ongoing Diversity Training  
Prof. Favor Campbell



*"Change how YOU see fit"*

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## Today's Leadership Session....

***DEI: What? Why?***

***'WHOA' Conversations***



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**“DIVERSITY IS A FACT. EQUITY IS A CHOICE. INCLUSION IS AN ACTION. BELONGING IS AN OUTCOME.”**

*Arthur Chan-DEI Strategist*

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## What do the statistics say???

Projected growth from Asian, Hispanic, and multiracial groups will turn traditionally underrepresented populations into majority groups by 2044.

<https://www.shrm.org/hr-today/news/hr-magazine/0217/Pages/Disrupting-Diversity-In-The-Workplace.aspx>



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## What do the statistics say???

Only 40% of women feel satisfied with the decision-making process at their organization.

<https://www.cultureamp.com/blog/improving-the-gender-diversity-of-work-teams/>



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## What do the statistics say???

Highly gender-diverse executive teams are 21% more likely to outperform on profitability.

<https://www.mckinsey.com>



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## What do the statistics say???

Inclusive companies are 120% more likely to hit financial goals.

<https://www.gartner.com/en/human-resources/role/human-resources-leaders>



**What is Diversity? Equity? Inclusion?**

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## **Diversity: The quality or state of having many different forms, types, ideas**

- *In the workplace=Race, ethnicity, gender, disability, sexuality, religion, cultural  
\*\*(Intersectionality)*

## **Equity: The quality of being fair and impartial**

- *In the workplace=Treating all employees fairly*

## **Inclusion: The act of including**

- *In the workplace=When employees feel included, involved, and accepted*

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Diversity brings many benefits to organizations—but it is not enough on its own. A diverse workforce is not necessarily an inclusive one.



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## **The top 20 Fortune 500 companies on diversity and inclusion**

More and more companies and CEOs are learning that a strong business=

Diversity in race, gender, & cultural backgrounds  
Including people with disabilities

***Business leaders across industries have pledged to  
become more diverse and inclusive.***

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## 10 Companies with Impactful DEI Initiatives. Here's What They're Doing.

*“It starts with ensuring that all employees can bring their whole self to work. This is more than just word for us – we measure our work culture via survey on a weekly basis.”-RC*

*“Each cultural heritage month has a full-month of programming dedicated to raising awareness for underrepresented and traditionally marginalized groups through education, guest speakers, social impact projects, social connection, learning, and development.”-IC*

*“We embrace diversity and intentionally make it a business priority. We know that Diversity drives innovation and improves an organization's ability to adapt to rapid change.”-KT*

*“As a people-first, values-driven organization, we stray off the beaten path to create an exceptional workplace for everyone.”-CP*

*“Our pledge, achieved through the health and well-being of our associates, is to create an inclusive environment where all associates can be themselves, so that we can find value in our differences. All of our associates are encouraged to support and participate in any of our several Diversity Resource Groups (DRGS).”-BF*

**Why do we need to talk about diversity, equity,  
and inclusion?**

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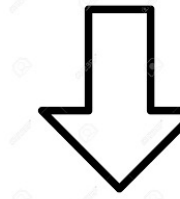
## Are Your D&I Efforts Helping Employees Feel Like They Belong?

by [Michael Slepian](#)

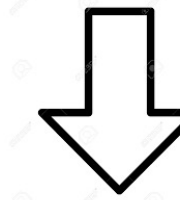


[hbr.org](https://hbr.org) 2020

When employees felt like they didn't belong in the workplace



They felt like they couldn't be their authentic selves at work



Lower workplace satisfaction=finding less meaning in work and have one foot out the door



**Identity Threat:**  
People experience social identity threats when they are confronted with situations in which they perceive one or more of their social identities are attacked.

*Holmes, Whitman, Campbell, & Johnson, 2016*

Any situation that makes salient that one is different from others.

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Employees are more likely to support DEI efforts if they understand the many potential benefits, so it's up to company leaders to share these insights with their team.



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## **The WHY to DEI: 8 Key Benefits**

1. Inclusive Companies are More Likely to Hit Financial Goals

2. DEI Helps Employees Feel Safe, Respected, and Connected

3. Diverse Teams Innovate Faster and Have a Competitive Edge

4. DEI Drives Improved Business Outcomes



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## **The WHY to DEI: 8 Key Benefits**

5. Employees Feel a Sense of Belonging

6. Diverse Cultures Reach a Wider Audience

7. Inclusion Creates a Sense of Psychological Safety

8. A Diverse and Inclusive Environment Retains Employees





# Calling All Leaders....

## **Actions to Help Leaders Create More Diverse, Equitable, and Inclusive Workplaces**

**1**

**IDENTIFY DEI PRIORITIES  
BASED ON RIGOROUS  
ASSESSMENT OF YOUR  
ORGANIZATION'S  
CULTURE.**

**2**

**CONSIDER HOW THE  
WORK WILL GET DONE TO  
CREATE YOUR  
ORGANIZATION'S FUTURE  
STATE**

**3**

**PLAN TO SUSTAIN  
MOMENTUM**



# Calling All Leaders....

## Actions to Help Leaders Create More Diverse, Equitable, and Inclusive Workplaces

1

**IDENTIFY DEI PRIORITIES  
BASED ON RIGOROUS  
ASSESSMENT OF THE YOUR  
ORGANIZATION'S CULTURE.**

- Qualitative and quantitative data is necessary. Necessary for setting realistic and impactful goals.
- Leaders must create opportunities for employees to have a voice.



## Calling All Leaders....

### **Actions to Help Leaders Create More Diverse, Equitable, and Inclusive Workplaces**

2

**CONSIDER HOW THE WORK  
WILL GET DONE TO CREATE  
YOUR ORGANIZATION'S  
FUTURE STATE**

- Leaders should select a dedicated team
- Remember that no two businesses have identical DEI needs.



## Calling All Leaders....

### **Actions to Help Leaders Create More Diverse, Equitable, and Inclusive Workplaces**

3

**PLAN TO SUSTAIN  
MOMENTUM**

Set clear expectations.

Accountability embeds DEI into your organization.

**Both come from LEADERS**



*Employees take their cues from leaders -- and gauge leaders' authenticity based on their actions, words and strategies.*

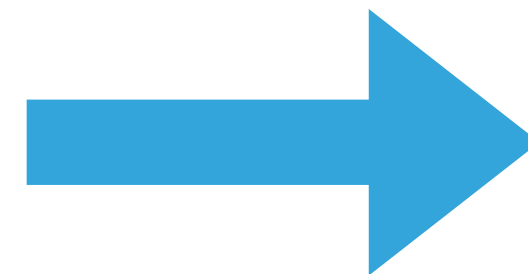
-Gallup 2021

Why do we need to talk about diversity?

How do we talk about diversity?

Opposition will occur. What do I do?

Allow yourself room to grow.



**“Whoa!”**

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**“CHANGE HAPPENS WHEN THE PAIN OF STAYING  
THE SAME IS GREATER THAN THE PAIN OF CHANGE.”**

**-Tony Robbins**

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# Thank You!

*Connect with me*

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## ☐ Online:

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# Access Your NEAP Benefits



## MANAGER ASSIST™

*Sometimes managers need some help managing it all.*

As a manager, supervisor or team leader your employer expects you to handle a lot of responsibility at work, while also balancing personal and family obligations. To support you with these challenges your Manager Assist service is available to provide free, confidential information, referrals and counseling. Support is available on topics including work-life balance, recognizing troubled employees, discussing difficult subjects, workplace transition, handling grievances, stress management, referring employees to counseling, and more.

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