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SESSION OVERVIEW

- Defining Terms
- Identity Reflection
- Diversity in the Workplace
- Making the Case



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SETTING NORMS

- 1. One speaker at a time
- 2. Use "I" statements
- 3. Maintain confidentiality
- 4. Practice purity of motive
- 5. Ouch, then educate
- 6. Share the air
- 7. Take responsibility for what you say and how you say it



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DEFINITIONS

- DIVERSITY is the presence of difference
- <u>EQUITY</u> is the state, quality or ideal of being just, impartial and fair

(Source: Annie E. Casey Foundation

INCLUSION is the accepting, respecting, and valuing of diversity



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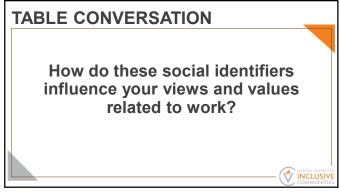
SOCIAL IDENTIFIERS "THE BIG 9" OTHER SOCIAL IDENTIFIERS · Ability (physical and mental) · Appearance and Body Image Age · Family Origin and Family Class Structure Ethnicity · Geographic/ Regional Background • Gender · Learning Style/Behavior Language · Academic/Social Achievement Race · Beliefs (political, social, religious) Religion · Sexual Orientation

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IDENTITY REFLECTION CHART					
	SOCIAL IDENTIFIER	HOW OFTEN YOU THINK OF IT:	HOW IT IMPACTS HOW YOU SEE YOURSELF:	HOW IT INFLUENCES YOUR VIEWS AND VALUES RELATED TO WORK:	
	ABILITY STATUS				
	AGE				
	CLASS				
	ETHNICITY				
	GENDER				
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DIVERSE TEAMS

- 1. When have you been a part of a diverse group that has worked well together?
- 2. What helped to make it successful?
- 3. When have you been a part of a diverse group that has not worked well together?
- 4. What were some of the barriers or challenges?



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BENEFITS

- · Improved recruitment and retention
- · Increased creativity, drive, and innovation
- More resources to solve problems
- Developing new types of personal relationships
- Building support structures that better address diverse staff and customer needs

Source: Thomas, Martin, Al-Jenaibi, and Adler

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INCLUSI
COMMUNIT

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CHALLENGES

- Negative stereotypes can interfere in the integration of multicultural teams
- Communication can be misunderstood or misinterpreted across cultures and languages
- · Workplace etiquette can vary across cultures
- · Conflicting working styles across teams

Source: Katie Reynold, Hult International Business School



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DIVERSITY AND OUR VALUES

- Collaboration
- Innovation
- Integrity
- Teamwork
- Creativity
- Community

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COLLABORATION

Diversity enhances <u>collaboration</u> in the workplace by bringing together different perspectives and experiences to a team, leading to more innovative solutions. When team members feel valued for their differences, they can feel a sense of trust and belonging in their team and workplace, to then work together more effectively.



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MAKING THE CASE

- Collaboration
- Innovation
- Integrity
- Teamwork
- Creativity
- Community



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CLOSURE

- WHAT: What is something I learned during this workshop?
- SO WHAT: Why is this topic important for my institution?
- NOW WHAT: What is something I commit to doing based on this workshop?



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