



DE&I IN THE WORKPLACE



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WHAT IS DE&I

Diversity, Equity, and Inclusion.

It is the holistic approach and steps taken to create an environment that is welcoming with a sense of complete belonging for everyone including people of less-privileged identities.



LET'S SEE WHAT DE&I LOOKS LIKE

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Image credit to
Canadian Equality Consulting
Do you know the difference between Equity &
Equality

WHY AN INCLUSIVE WORKPLACE IS IMPORTANT

01

PEOPLE

We serve a diverse group of employees, vendors, and customers

02

INNOVATION

Diversity of thought and experiences

03

INCLUSION

Builds the reputation of valuing differences

04

DIVERSITY

More ways of getting a job complete, more collaboration, more production.



Where to Start

Getting started can seem overwhelming. Below is a list of how to start and activities to embed in your company procedures.

DATA COLLECTION

Employers must first know what their workforce looks like compared with the labor market, and if there are inequities based on demographics.

VISION

Create a task force or internal committees that will review the data to assess areas of improvement and create DE&I goals. (Who is at the table of this group?)

TRAINING

Implicit Bias & Ally Training. Reach out to local providers with HRAM or MC2. (Contact information for MC2 on Source Page.)

IMPLEMENT

Task your taskforce committee with creating ongoing inclusion initiatives. Recruit and hire from marginalized groups. Review accomplishments and realign with the vision.

RECRUIT DIVERSITY

CREATE GOALS

Set SMART goals for hiring from the specific demographics of your community.

01

JOB POSTS

Use diversity recruiting websites.
Create an EEO statement that is included in all of your job posts.
Ensure your description is inclusive.

02

HIRING

Use panel interviews. Set the interview questions and avoid any that will give you a bias.

03

RETAINING

Use your DE&I committee to continue to work on initiatives and get new diverse hires involved in the conversation.

04



Develop and Share Statements & Reports

Create a statement of Diversity and Inclusion. Share this statement on your website. Consider announcing it through all of your media channels.

Develop diversity reports and share them to help create transparency about your companies diversity and commitment to DE&I Initiatives. Use these reports to continue to move your commitment and inclusion work forward.

Sources

The information provided here was collected during continued training delivered from HRAM's D&I , Inclusive Communities, MC2, ACCE and ICCE.

Resources

SHRM - <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-develop-a-diversity-and-inclusion-initiative.aspx>

LinkedIn - <https://www.linkedin.com/pulse/diversity-dictionary-2-sonya-barlow/>

Harvard Business Review - <https://hbr.org/2021/05/5-strategies-to-infuse-di-into-your-organization>

Training

CB Chamber - Professional Development Workshops
Alicia Frieze | alicia@councilbluffsia.com

MC2 - Shawntal Mallory & Marti Carrington
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