

DEFINITIONS

DIVERSITY

refers to the variety of similarities and differences among people

INCLUSION

a dynamic state of operations in which diversity is leveraged to create a fair and high performing organization or community

BUSINESS CASE FOR D&I

- Attract and retain diverse talent
- Enhance creativity, innovation, and problem solving
- Build high performing teams
- Develop better products, programs, and services
- Build the organization's reputation and brand
- Achieve vision, mission, goals, and objectives

DIFFERENT APPROACHES TO D&I

- **Organizational Development** – Improving organizational performance
- **Compliance** - Complying with laws and regulations
- **Competence** - Improving individual skills, knowledge and abilities
- **Diversity** – Affirming the value of every person
- **Social Justice** – treating people equitably

INTEGRATED APPROACH TO D&I

- **Establish and drive strategy**
 - Develop rationale and align to organizational goals
- **Attract and retain people**
 - Integrate into recruitment, talent development, advancement, and retention
- **Listen and serve your community**
 - Embed into development of products and services to better serve diverse customers
- **Align and connect**
 - Make communication as crucial resource in achieving D&I goals