

# DIVERSITY, EQUITY, & INCLUSION



## TERMS

DEI / DEI Practices (Diversity, Equity, & Inclusion): Strategies to embrace & support diversity within an organization (e.g., ERG's, external audits, scorecards).

Intersectionality: Understanding and appreciating overlapping and interconnected identities (e.g., race & gender) and the implications of these.

Employee Resource Group (ERG) / Affinity Group: Voluntary, employee-led category-based groups aiming to foster an inclusive and professionally supportive workplace.

Unconscious Bias: Unfair judgment or prejudice towards one thing/person/group compared to others; often involves stereotypes of groups

Minoritized Groups: A group of people spoken about as being in a cultural minority group regardless of whether they are statistically.

## TIMELINE

1960s: The roots of DEI are linked to the beginning of the civil rights movement.

1990: The Americans with Disabilities Act (ADA) passed.

2015: On June 26th, same-sex marriages were granted full, equal recognition by law.

1973-1977: Section 504 of the Rehabilitation Act of 1973 offers protections for people with disabilities.

2022: Some states ban DEI programs in educational institutions including higher education.

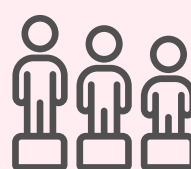
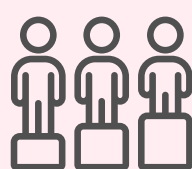
## VALUES

Intersectionality

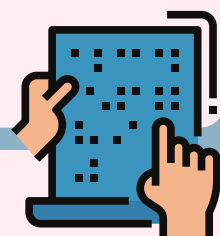
Accountability

Open-Mindedness

Self-Reflection



Equity vs Equality



## PEOPLE



Alok  
Vaid-Menon



Judy  
Heumann



Kimberly  
Crenshaw



Nika  
White



Isabel  
Wilkerson

## STATISTICS

17 %

of the C-Suite are BIPOC.

6 %

of CEO spots are held by women.

1 %

of Fortune 500 CEOs publicly identify as LGBTQ+.

84 %

of respondents reported experiencing microaggressions in the workplace.

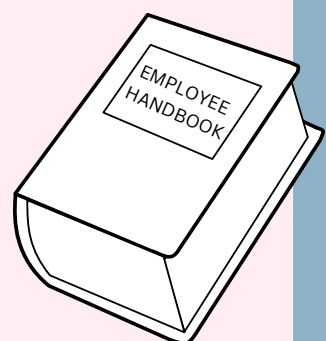
35 %

likelihood of outperforming competitors when a corporation is identified as more diverse & inclusive.

## ACTION

- Commit to one DEI friendly action each week!
- Share our DEI infographic!
- Host a social awareness movie night with family, friends, or colleagues.

- When you witness a problematic situation, discuss it! Either in the moment ('calling out'), or in private afterwards ('calling in').
- Learn about, try to avoid communicating, and own up to inadvertent microaggressions.



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