







DIVERSITY ≠ INCLUSION



- **DIVERSITY** is the presence of difference
- **INCLUSION** is the accepting, respecting, and valuing of diversity

EQUITY



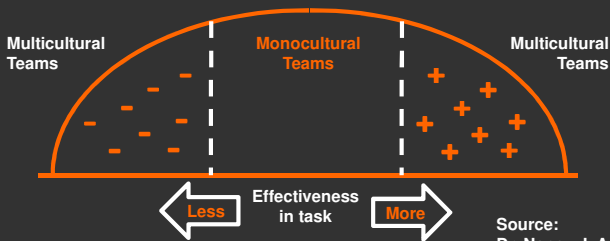
- **EQUITY** is the state, quality or ideal of being just, impartial and fair

(Source: Annie E. Casey Foundation)

- Equity is both a **process** and an **outcome**

(Source: Glenn Harris)

TEAMS



ACTIONS



- **PIPELINES** (connected to diversity)
- **PROGRAMS** (connected to inclusion)
- **POLICIES** (connected to equity)

PIPELINES (DIVERSITY)



- Hiring fairs
- Internships
- Strategic partnerships
- Leadership development
- Etc.

PROGRAMS (INCLUSION)



- Professional development
- Employee resource groups
- Intranet
- Onboarding and mentoring
- Etc.

POLICIES (EQUITY)



- Policy review
- Salary analysis
- Supplier diversity
- Accessibility review
- Etc.

DISABILITY ERGS



- What is your mission?
- **Who is included? And when?**
- What organizational support exists (budget, leadership involvement, etc.)?
- **How will you ensure accessibility?**

DISABILITY ERGS



- How will you honor diversity within the disability community?
- **How will you address stigma?**
- What internal and external efforts will complement the ERG?

STAY IN TOUCH



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