



## Building a Culture of Diversity, Equity, & Inclusion through... UNDERSTANDING THE MEANING OF DIVERSITY AND INCLUSION

### DID YOU KNOW?



**Diversity** is being invited to the party. **Inclusion** is being asked to dance.

—Verna Myers, founder and president of Verna Myers Consulting Group

### CONTEXT:



Diversity and inclusion are so often used in the same sentence that we might think they mean the same thing.

**Diversity** is the human differences that are both visible and invisible, such as age, gender, disability, ethnic background as well as socioeconomic status, sexual orientation, and marital status, just to name a few.

**Inclusion** allows individuals with different identities to feel like they belong. In a work environment, inclusion would be a culture where employees feel comfortable, included, and accepted.

Workplace inclusion removes barriers, discrimination, and intolerance to ensure that all employees feel included and supported. It's a place where people with disabilities — both visible and invisible disabilities — have the same opportunities for advancement as their co-workers.

Organizational inclusiveness is the fundamental factor that helps retain diversity in the workplace. Therefore, to attract and maintain a diverse workforce, employers must ensure that they are providing employees with an inclusive culture, a culture that enables everyone to participate and thrive.

Diversity is about representation. Inclusion is about giving people a sense of belonging, connectivity, and empowerment to speak up and share their ideas.

Studies show that diverse work forces are better places to work and attract and retain top talent. Diverse teams make better decisions. When employees feel included, they are more engaged with their work and inclined to take positive risks, offer ideas, and speak up during meetings.

### CONVERSATION ENGAGEMENTS:



1. What does diversity look like in three areas: personal life, team/department, organization?
2. What does inclusion look like in three areas: personal life, team/department, organization?
3. Do you believe conversations about diversity and inclusion are important? Why or why not?
4. What action do you feel motivated to take based on what you learned?
5. What other ideas or thoughts come to mind?

### ADDITIONAL RESOURCES:



- <https://uci.edu/diversity/index.php>
- <https://inclusion.uci.edu/inclusive-excellence-reports/>
- [https://www.jndla.com/blog/four-competitive-advantages-organizational-diversity?gclid=Cj0KCCQiA-K2MBhC-ARIsAMtLKRsfup45kbrj6A4z8WNRadNjNfs5yJbouX9vaFtHP7\\_aVBAfutqvSXUaAo-REALw\\_wcB](https://www.jndla.com/blog/four-competitive-advantages-organizational-diversity?gclid=Cj0KCCQiA-K2MBhC-ARIsAMtLKRsfup45kbrj6A4z8WNRadNjNfs5yJbouX9vaFtHP7_aVBAfutqvSXUaAo-REALw_wcB)
- <https://uci.udemy.com/course/diversity-equity-and-inclusion-a-beginners-guide/>