

Office Of Diversity & Inclusion Newsletter

DIVERSITY TODAY

IT'S MORE THAN JUST BLACK AND WHITE

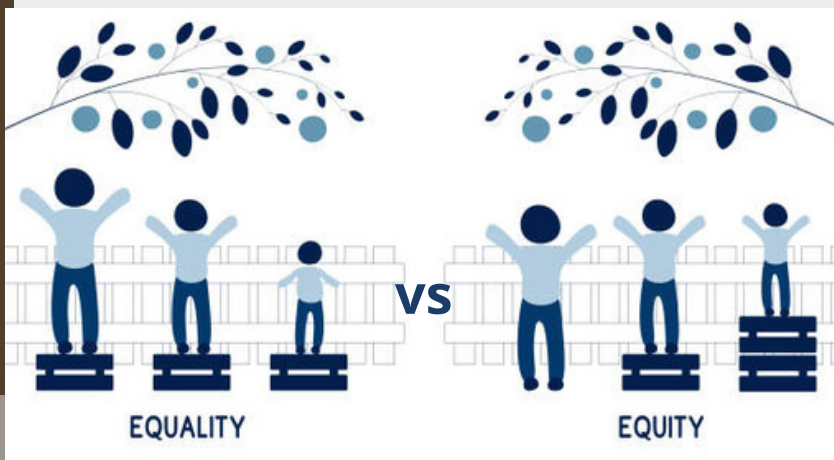
by Monica Williams, Chief Diversity Officer

SHOULD WE TREAT EVERYONE THE SAME?

When discussing diversity, equity, and inclusion, a common question arises: Why not treat everyone the same? Instead, we should be asking: Why treat everyone the same? Each person has unique needs, values, and experiences that shape who they are. Treating everyone equally in the workplace would overlook individual needs and preferences, opting for convenience. This may lead team members to feel undervalued. However, approaching everyone with equity means offering tailored support based on their specific requirements, ensuring each team member can thrive.



For example: When ordering company shirts, not everyone will fit into standard sizes like small, medium, or large. Others may have a disability that makes it hard for them to even put a shirt on. Providing other options like pins or hats is an equity-based approach. This allows everyone the opportunity to participate and wear something to represent the company. Offering employees an equitable option creates opportunities for a sense of belonging and inclusion. In the image below, you can see an example of the difference between equality and equity. In reality, many may not have the resources they need to be successful.



Equality and Equity are not the same.

5 Tips on how to treat someone equitably.

1. Acknowledge each person's basic dignity.
2. Have empathy for every person's life situation.
3. Listen to and encourage each other's opinions and input.
4. Validate other people's contributions.
5. Avoid gossip, teasing and other unprofessional behavior.

Human Family by Maya Angelou

Human Family

I note the obvious differences
in the human family.

Some of us are serious,
some thrive on comedy.

Some declare their lives are lived
as true profundity,
and others claim they really live
the real reality.

The variety of our skin tones
can confuse, bemuse, delight,
brown and pink and beige and purple,
tan and blue and white.

I've sailed upon the seven seas
and stopped in every land,
I've seen the wonders of the world
not yet one common man.

I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.

Mirror twins are different
although their features jibe,
and lovers think quite different thoughts
while lying side by side.

We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.

We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.

I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.



**Diversity is a matter of makeup and
composition. Inclusion is a matter of belief and
behavior.**

Why Should We Remove Our Bias and
Exclusionary Behavior?
Because together we ROCK!!



*"Move forward.
Good things are
up ahead."*