Diversity is about individuals and creating a world/workforce of people from different races, cultures, ideologies, sexualities, genders, socioeconomic backgrounds, cognitive processes/abilities, work ethic, etc.

## Improvement areas:

Increase options for how members self-identify, including gender, ethnicity and culture. Create the opportunity to check more than one box and include biracial categories.

What Is Diversity?

Offer networking events through regular meetings to help build diverse relationships between people that wouldn't otherwise meet.

Create articles that discuss effective working solutions rather than continuing to simply highlight the situation.

Offer real life stories that share how it feels to be placed in one box, and the challenge on your individual identity.



Equity is the absence of intentional disparities between groups with different levels of underlying social advantage/disadvantage (ex. wealth, power, prestige).

Equity does not mean equal.

Equality is assuming everyone
has the same access to
opportunities and recourses.

Equity works to give access to
those who otherwise don't have
access to opportunities and
resources to achieve equal
results.

## **Areas to develop:**

Be aware of ones' own position of advantage and use it to include and support people with less advantage. Leverage your advantage intentionally to create equity and empower people.

What Is Equity?

Create networking events among
Chartered Managers to meet
others in our network, providing
an opportunity for growth.
Recognizing among our group
that each person faces different
circumstances, and allocate the
exact resources they need to
ensure they reach an equal
outcome

Have accessible tools readily available (such as easy readers, accessible keyboards) providing tangible steps to assist someone in reaching the height of the podium rather than lowering it.



**Inclusion** is about the relationship between people and how they interact.

It's about inviting all people to contribute, and being open to their voices, sharing their thoughts and ideas, and contributing with others.

What Is Inclusion?

Inclusion is diverse, where people are heard, valued and supported. It's being treated with dignity, able to be authentic (fully themselves), able to contribute and feeling a connection with others. Creating inclusion can be a challenge because exclusion means something different to everyone

One huge indicator of inclusion is creating an environment where people are judged on their quality of work and also acknowledges a person's uniqueness.

Friends and mentors are important for inclusion, but a shared identity is not necessary to feel included (ex different backgrounds and identities don't disrupt the feelings of inclusion).

Coaching and professional development is considered inclusion for many; for others knowing there is career growth and development is inclusion. It's about having their unique needs acknowledged with true commitment to address those needs, which facilitates connection so people hare supported.

