

What Is Diversity?

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.

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.

What Is Equity?

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.

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.

