

fei workforce resilience

equity, diversity & inclusion:
more than a numbers game

Terri Howard
May 20, 2020

Alliance
For Strong Families
and Communities

5/20/2020 FEI Confidential - Do Not Distribute 1

1

fei workforce resilience

introduction

Terri Howard
EDI: More than Numbers

5/20/2020 FEI Confidential - Do Not Distribute 2

2

fei workforce resilience

objectives

- Define Equity, Diversity & Inclusion
- Explore Benefits
- Discuss Blockers
- Determine Success
- Identify First Steps

5/20/2020 FEI Confidential - Do Not Distribute 3

3

fei workforce resilience

ground rules

- What happens in the training room, stays in the training room
- Respect each other's thoughts, opinions, and ideas
- Tangents are good distractions
- Get out what you put in
- Parking lot for questions
- Sit back, relax, and enjoy yourself

5/20/2020 FEI Confidential - Do Not Distribute 4

4

fei workforce resilience

Impact of COVID-19 on EDI



5/20/2020 FEI Confidential - Do Not Distribute 5

5

fei workforce resilience

pre-test

Do equal opportunities mean giving preferential treatment?

Is it unlawful to ask about disability during a job interview?

Can white people be discriminated against?

Is it true that research shows 50% of managers talk about a male first when asked to describe a successful manager?

5/20/2020 FEI Confidential - Do Not Distribute 6

6

fei workforce resilience

equity



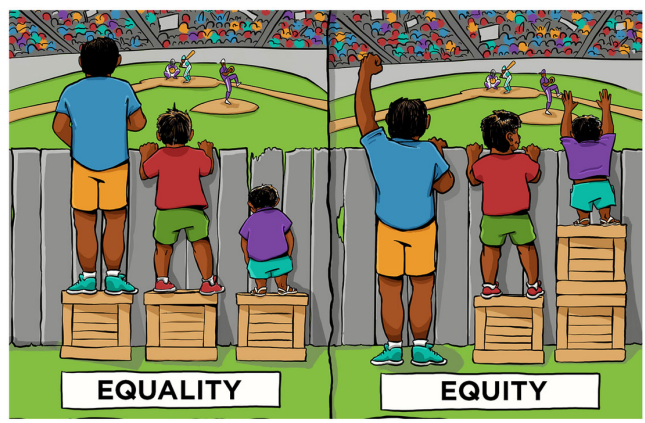
Alliance For Strong Families and Communities

5/20/2020 FEI Confidential - Do Not Distribute 7


7

fei workforce resilience

equity



EQUALITY EQUITY



5/20/2020 FEI Confidential - Do Not Distribute 8

8

fei workforce resilience

equity

WWW.PARTTIMERS.ORG

Legislation

5/20/2020 FEI Confidential - Do Not Distribute 9

9

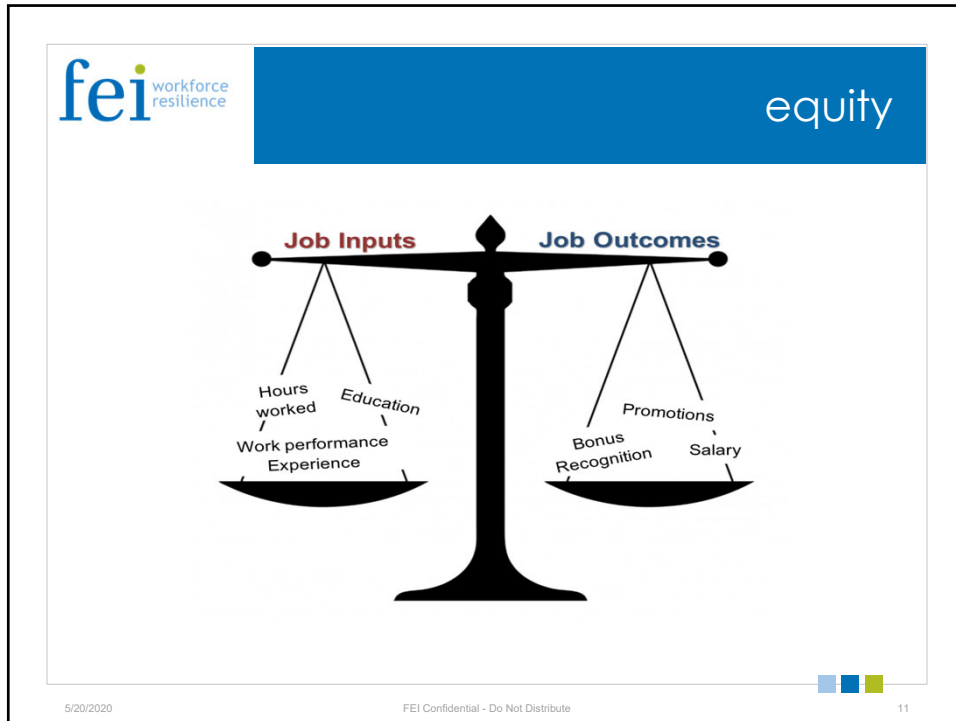
fei workforce resilience

equity

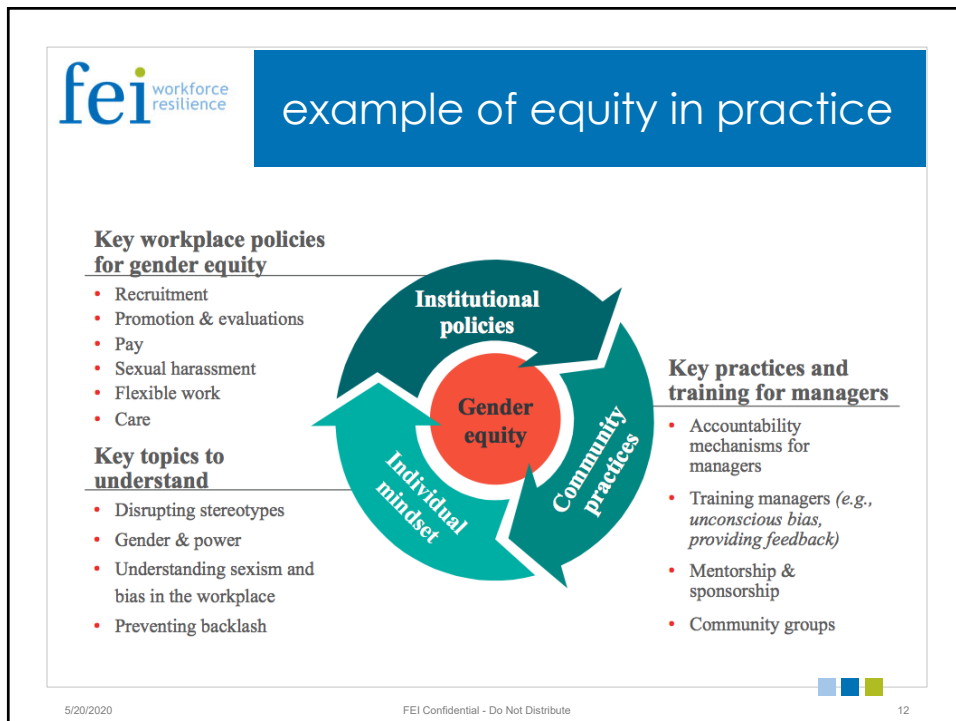
Working definition: **Equity** in a **workplace means** everyone receives fair treatment. There's a transparency to cause and effect, and everyone knows what to expect in terms of consequences and rewards. When **equity** exists, people have equal access to opportunities. It sets up an advantageous environment for both the employees and the employer.

5/20/2020 FEI Confidential - Do Not Distribute 10

10



11



12

fei workforce resilience



diversity



5/20/2020 FEI Confidential - Do Not Distribute 13

13

fei workforce resilience



diversity



[This Photo](#) by Unknown Author is licensed under [CC BY](#)



5/20/2020 FEI Confidential - Do Not Distribute 14

14



fe*i* workforce resilience

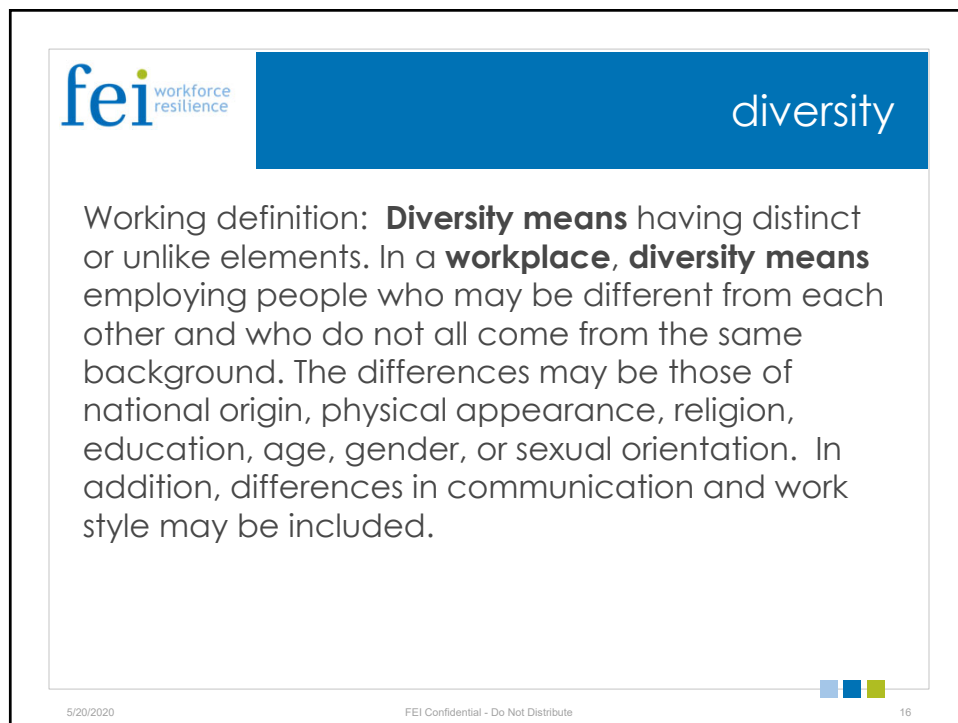
diversity

Legislation



5/20/2020 FEI Confidential - Do Not Distribute 15

15



fe*i* workforce resilience

diversity

Working definition: **Diversity means** having distinct or unlike elements. In a **workplace, diversity means** employing people who may be different from each other and who do not all come from the same background. The differences may be those of national origin, physical appearance, religion, education, age, gender, or sexual orientation. In addition, differences in communication and work style may be included.

5/20/2020 FEI Confidential - Do Not Distribute 16

16




diversity



5/20/2020
FEI Confidential - Do Not Distribute
17

17



example of diversity in practice

Clorox

- Ranked among the top three “Best Places for Women & Diverse Managers to Work” by Diversity MBA, the Clorox Company has excelled at celebrating differences. Through the creation of Employee Resource Groups, the company developed its first-ever LGBT-targeted product. The development of the Burt’s Bees® Rainbow Pride lip balm packs occurred in large part thanks to the Pride ERG.
- The Asian and Latino ERGs helped push for the acquisition of brands Soy Vay® and Nueva Cocina®. Ultimately, this helped reach a wider and more diverse population.

5/20/2020
FEI Confidential - Do Not Distribute
18

18

fei workforce resilience



inclusion



5/20/2020 FEI Confidential - Do Not Distribute 19

19

fei workforce resilience



inclusion



5/20/2020 FEI Confidential - Do Not Distribute 20

20

fei workforce resilience

inclusion



5/20/2020 FEI Confidential - Do Not Distribute 21

21

fei workforce resilience

inclusion

Working definition: **inclusion** is “the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success

5/20/2020 FEI Confidential - Do Not Distribute 22

22

fei workforce resilience

inclusion

The 7 Pillars of Inclusion

5/20/2020 FEI Confidential - Do Not Distribute 23

The diagram illustrates the '7 Pillars of Inclusion' as seven classical columns. Each column is topped with a banner containing one of the following terms: Access, Attitude, Choice, Partnerships, Communication, Policy, and Opportunity. The pillars are arranged in a slightly curved line across the center of the slide.

23

fei workforce resilience

example of inclusion in practice

5/20/2020 FEI Confidential - Do Not Distribute 24

This slide features three photographs that demonstrate practical examples of inclusion. The top-left photo shows a woman with dark hair sitting at a desk, focused on writing in a notebook. The middle photo is a close-up of a person's face being gently held and supported by another person's hands. The bottom-right photo shows a man wearing a white prayer cap (kufi) kneeling on a green prayer mat on a blue carpeted floor, engaged in prayer.

24

fei workforce resilience

benefits

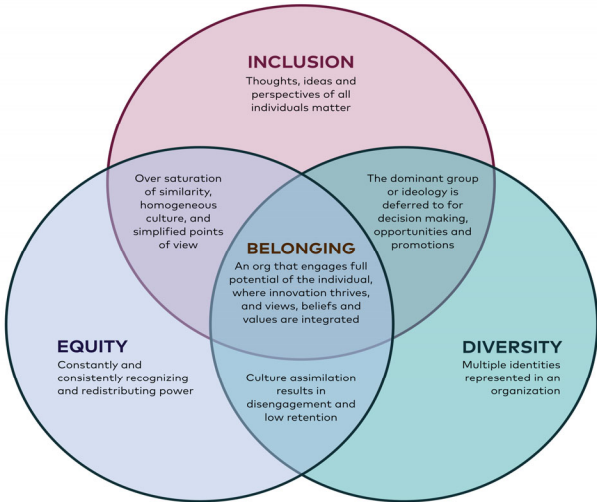


5/20/2020 FEI Confidential - Do Not Distribute 25

25

fei workforce resilience

benefits of EDI in the workplace



INCLUSION
Thoughts, ideas and perspectives of all individuals matter

EQUITY
Constantly and consistently recognizing and redistributing power


DIVERSITY
Multiple identities represented in an organization

BELONGING
An org that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

Over saturation of similarity, homogeneous culture, and simplified points of view

The dominant group or ideology is deferred to for decision making, opportunities and promotions

Culture assimilation results in disengagement and low retention



5/20/2020 FEI Confidential - Do Not Distribute 26

26

fei workforce resilience

employee retention



5/20/2020 FEI Confidential - Do Not Distribute 27

This slide features the 'fei workforce resilience' logo in the top left. A blue header bar contains the text 'employee retention'. The central image shows four orange 3D human figures standing on a path of blue puzzle pieces that recede into the distance. The figures are holding hands, symbolizing teamwork and retention. At the bottom, there is a small graphic of three colored squares (blue, light blue, green) and the page number '27'.

27

fei workforce resilience

talent attraction



5/20/2020 FEI Confidential - Do Not Distribute 28

This slide features the 'fei workforce resilience' logo in the top left. A blue header bar contains the text 'talent attraction'. The central image shows a large red horseshoe magnet on the left, with a group of white 3D human figures on the right being pulled towards it, symbolizing talent attraction. At the bottom, there is a small graphic of three colored squares (blue, light blue, green) and the page number '28'.

28

fei workforce resilience

variety of perspectives



Old woman or young lady?

5/20/2020 FEI Confidential - Do Not Distribute 29

29

fei workforce resilience

productivity/creativity



5/20/2020 FEI Confidential - Do Not Distribute 30

30

fei workforce resilience

brand boosting

5/20/2020 FEI Confidential - Do Not Distribute 31

31

fei workforce resilience

challenges


Alliance

5/20/2020 FEI Confidential - Do Not Distribute 32

32

fei workforce resilience

challenges



5/20/2020 FEI Confidential - Do Not Distribute 33

33

fei workforce resilience

history/experiences



history/experiences

who you are
determines the way you see everything

5/20/2020 FEI Confidential - Do Not Distribute 34

34

fei workforce resilience

Implicit bias



5/20/2020 FEI Confidential - Do Not Distribute 35

35

fei workforce resilience

cultural incompetence



5/20/2020 FEI Confidential - Do Not Distribute 36

36

fei workforce resilience

where to start



5/20/2020 FEI Confidential - Do Not Distribute 37

37

fei workforce resilience

starting down the path



5/20/2020 FEI Confidential - Do Not Distribute 38

38

fei workforce resilience

start here

- Look at yourself
- Look at your organization
- Review policies and procedures
- Start integrating EDI – make a plan
- Get some help
- Reflect

5/20/2020 FEI Confidential - Do Not Distribute 39

39

fei workforce resilience

look at yourself



5/20/2020 FEI Confidential - Do Not Distribute 40

40

fei workforce resilience

look at your organization




5/20/2020 FEI Confidential - Do Not Distribute 41

41

fei workforce resilience

create a plan

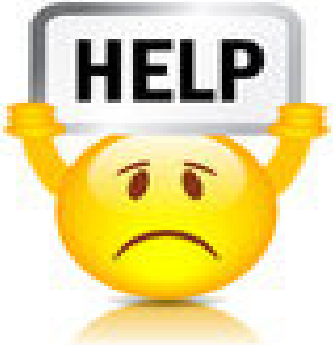


5/20/2020 FEI Confidential - Do Not Distribute 42

42

fei workforce resilience

get help




5/20/2020 FEI Confidential - Do Not Distribute 43

This slide features the 'fei workforce resilience' logo in the top left and a blue header bar with the text 'get help' in the top right. The central image is a sad yellow emoji with its arms raised, holding a white sign with the word 'HELP' in bold black letters. At the bottom, there is a small graphic of three colored squares (blue, light blue, green) and the number '43'.

43

fei workforce resilience

reflection



5/20/2020 FEI Confidential - Do Not Distribute 44

This slide features the 'fei workforce resilience' logo in the top left and a blue header bar with the text 'reflection' in the top right. The central image is a close-up of a yellow water lily flower floating on a body of water, with its reflection clearly visible in the calm water below. At the bottom, there is a small graphic of three colored squares (blue, light blue, green) and the number '44'.

44

fe*i* workforce resilience

post-test

Do equal opportunities mean giving preferential treatment?

Is it unlawful to ask about disability during a job interview?

Can white people be discriminated against?

Is it true that research shows 50% of managers talk about a male first when asked to describe a successful manager?

5/20/2020 FEI Confidential - Do Not Distribute 45

45

fe*i* workforce resilience

questions/thoughts

Alliance
FOR COLLEGE GRADUATES
AND TRANSITIONERS

5/20/2020 FEI Confidential - Do Not Distribute 46

46



fei workforce resilience

thank you




Alliance
For Strong Families
and Communities




5/20/2020 FEI Confidential - Do Not Distribute 47

47



fei workforce resilience

terri howard
thoward@feinet.com
800-987-4368



Alliance
For Strong Families
and Communities



5/20/2020 FEI Confidential - Do Not Distribute 48

48