

# DIVERSITY, EQUITY, AND INCLUSION

## A Discussion Worth Having in Order to Embrace a New Mindset

Richard H. Harvey, Jr.  
R. Harvey Associates, LLC  
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# DIVERSITY

- **Diversity** – Diversity is the presence of things that are different from one another. This is expressed in many different ways, including through different races, ethnicities, languages, religions, ages, disabilities, sexual orientations, genders, gender identities, socioeconomic statuses and more.

# EQUITY

- **Equity** – Equity involves trying to understand and give each person what they need in order for them to achieve an equal footing in life. This often involves providing resources and services that they have not had access to previously. Equity is similar to equality, but equality only works if everyone starts at the same place, which is not always the case. Equity focuses on helping people obtain what they need in order to get to a place where equality is possible.

# INCLUSION

- **Inclusion** – Inclusion focuses on involving everyone and making sure no one is excluded for reasons like their race, religion, gender, sexual orientation, any disability they may have or anything else that makes them different. It also is not simply about including diverse groups but making sure they feel welcomed and able to participate in decision making, development opportunities and other activities.

# BENEFITS of Diversity

- Companies in the top quartile for gender diversity on their executive teams are 25% more likely to have above-average profits than those in the lowest quartile.
- Companies in the top quartile for ethnic diversity on their executive teams are 36% more likely to have above-average profits than those in the lowest quartile.

How Diversity & Inclusion Matters, 2020 McKinsey & Company

# BENEFITS OF EQUITY

- Encourages Achievement
- Increases Employee Retention
- Attracts Top Talent
- Broadens Perspectives
- Enriches Bottom Line

The Advantages of Equity in the Workplace, Chron  
Contributor, May 17, 2021

# BENEFITS OF INCLUSION

- Institutions with inclusive cultures are:
- 2X as likely to match or exceed their financial targets
- 3X more likely to be high performing
- 6X more likely to be agile and innovative
- 8X more likely to achieve better business outcomes

Which Two Heads are Better Than One? Author, Juliet Rourke



# TIME FOR DISCUSSION

- 1. What are some of the barriers to organizations adopting and developing DEI program objectives?
- 2. How can these barriers be broken?
- 3. How do we begin the process of establishing a diverse organization?
- 4. How will we know when we have achieved true diversity?

# TIME FOR DISCUSSION

- 5. How do we begin the process of ensuring our organizations are equitable?
- 6. How will we know when we have achieved this objective?
- 7. How do we incorporate inclusive behavior into our culture?
- 8. How will we know when we have established an inclusive environment?

# FOOD FOR THOUGHT

“If we lean into disrupting our tendencies to stay comfortable among people who are like us and who think like us, we can start to bridge blind spots in spaces where decisions are being made. This will help us build more inclusive organizations”.