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the center for rights & resources

Diversity without Inclusion is not enough

Goals for Today

➤ Move beyond diversity and into inclusion

➤ Definitions

➤ Best Practices

  ✓ Programming

  ➤ Workshops

  ➤ Office Spaces

  ➤ Policies

Diversity

Understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies

Inclusion

"The action or state of being included within a group or structure."

Diversity and Inclusion

A lack of diversity and inclusion is one of the top risk factors for workplace harassment

Starting the framework

❖ Values the inherent worth of each individual, all of whom deserve dignity and respect.

❖ Promotes the inclusion and recognition of the talents and abilities of all individuals

Foundation

Inclusion begins with foundational strategies and Best Practices

Best Practices: Programming

Programming

- Service Area

- Consumer input

- Board input

- Examples

Best Practices: Workshops

Workshops
- Interests
- Examples

Best Practices

Office Spaces

- Environmental
- Flexibility
- Dress
- Self-Expression

Best Practices: Staff Inclusion

Staff Inclusion

- Policies

- Buy-In

- Input

- Trainings

Best Practices: Board Inclusion

Board Inclusion
- Policies
- Buy-In
- Input
- Trainings

Diversity Trainings for All

Diversity trainings helps create an inclusive environment, where individuals who may feel left out or marginalized have opportunities to thrive and participate in the organization's operations and leadership roles

Questions

Contact US!

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