Creating a Diverse, Equitable, Inclusive and Accessible (DEIA) Workplace

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Agenda:

• What is DEIA?
• Benefits of a Diverse Workforce
• Inclusive Environment-Do you have one?
• Creating a Culture of Belonging
• Bias Awareness
• How to Embrace DEIA?
• What Level are You? Is your Organization Prepared?
• Best Practices for Employers
From Insights to Inclusion: On Building Diverse Teams

but for some reason, as adults, we’ve lost that.
What is DEIA?

**Diversity**
Encompasses all those differences that make us unique. Including but not limited to race, color, ethnicity, language, nationality, sexual orientation, religion, gender, socio-economic status, age and physical and mental ability.

**Equity**
When everyone, regardless of who they are or where they come from, can thrive. This requires eliminating barriers like poverty and repairing injustices in systems such as education, health, criminal justice and transportation.

**Inclusion**
Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value and overall success.

**Accessibility**
Accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities.
10 Benefits of Workplace Diversity!

1. Variety of different perspectives from employees with diverse backgrounds.
2. Your company becomes a melting pot of new fresh ideas.
3. Different backgrounds and ideas spark innovation.
5. Employees who feel appreciated become more engaged workforce.
6. More potential solutions increase decision making within the team.
7. By having employees feeling accepted and valued, you will decrease turnover.
8. Good, human and socially responsible companies build stronger reputation.
9. Strong reputation and employer brand turns company into desirable place to work.
10. Diverse solutions can bring the best results faster.
Inclusive Environment- Do you have one?
Creating a Culture of Belonging

How to Create a Sense of Belonging in the Workplace

Create a psychologically safe space.
Leaders should look for opportunities to be an ally, especially for underrepresented groups.

Check-in with people.
Employees feel the greatest sense of belonging when their colleagues check in with them, personally and professionally.

Give people a voice who are feeling ignored.
Encourage managers to call on people who are trying to speak up, but can’t get a word in edgewise.

Celebrate self-identity.
Employees feel proud to work for a company that has a positive culture where they can be themselves.

Ask for input.
Survey employees to find out what you can be doing to promote belonging and inclusion.

Encourage employee-led communities.
This could include Diversity, Equity and Inclusion groups, Employee Resource Groups, or even wellness groups.

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## Bias Awareness

### Explicit vs. Implicit bias

<table>
<thead>
<tr>
<th>Explicit bias</th>
<th>Implicit (Unconscious) bias</th>
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</thead>
<tbody>
<tr>
<td>Consciously held</td>
<td>Unconsciously held</td>
</tr>
<tr>
<td>Accessible, tangible</td>
<td>Inaccessible, intangible</td>
</tr>
<tr>
<td>Activated volitionally</td>
<td>Activated unintentionally</td>
</tr>
<tr>
<td>Can be combated with logic and reasoning</td>
<td>Difficult to counter with logic and reasoning</td>
</tr>
<tr>
<td>Overt</td>
<td>Covert</td>
</tr>
<tr>
<td>Easier to measure</td>
<td>Difficult to measure</td>
</tr>
<tr>
<td>-- measured using surveys</td>
<td>-- IAT</td>
</tr>
<tr>
<td></td>
<td>-- Resume study</td>
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<tr>
<td>Deliberate discrimination</td>
<td>Causes unintended discrimination.</td>
</tr>
<tr>
<td>Less common</td>
<td>Widely prevalent</td>
</tr>
<tr>
<td>Relatively easier to contain</td>
<td>Very difficult to mitigate</td>
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How to Embrace **DEIA**?

1. Start the Conversation
2. Increase Accountability and Transparency
3. Develop inclusive leadership skills
4. Notice diversity during discussions and decisions
5. Reflect and commit to change
6. Act as a vocal ally
7. Pay attention to how all people are treated
8. Build your platform on empathy, feedback, and psychological safety
Is your Organization Prepared?

Let's Find Out!

https://www.menti.com/al2uv2dvev3e
Best Practices for Employers

Here are some best practices for championing diversity and inclusion as an employer:

• Be fair and identify potential bias
• Value all employees equally
• Promote opportunities for career advancement
• Educate your workforce on diversity and enforce respect
• Support workplace collaboration
• Offer flexibility, and respect all beliefs equally
• Implement a recruiting strategy for diversity
Questions?

Thanks for your time!
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