

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



Presented By: Shannon Jahn, Green Workforce Lead

## About Me:

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# Agenda:

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- 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



# 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!



## 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 checked 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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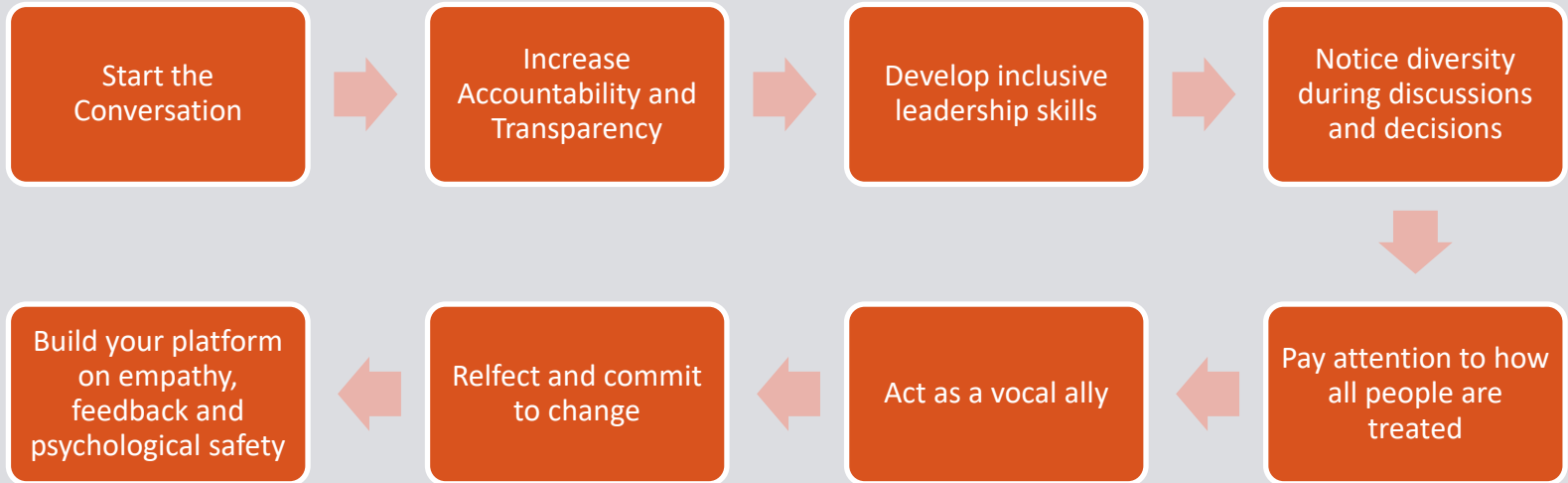


# Bias Awareness

## Explicit vs. Implicit bias

| Explicit bias                            | Implicit (Unconscious) bias                   |
|--|---|
| Consciously held                         | Unconsciously held                            |
| Accessible, tangible                     | Inaccessible, intangible                      |
| Activated volitionally                   | Activated unintentionally                     |
| Can be combated with logic and reasoning | Difficult to counter with logic and reasoning |
| Overt                                    | Covert  |
| Easier to measure                        | Difficult to measure                          |
| -- measured using surveys                | -- IAT<br>-- Resume study                     |
| Deliberate discrimination                | Causes unintended discrimination.             |
| Less common                              | Widely prevalent                              |
| Relatively easier to contain             | Very difficult to mitigate                    |

# How to Embrace *DEIA*?



## Is your Organization Prepared?



<https://www.menti.com/al2uv2dvev3e>

Let's Find Out!

## Best Practices for Employers

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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

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# Questions?

Thanks for your time!

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