



MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

Presenter: Powell Consulting Group

www.pcgconsults.com

DIVERSITY

“Diversity is the sum of the many ways that people are alike and different, both individually and as groups. Any characteristic of a person could be used to form an identity group when that person is joined with or associated with other people who share that same characteristic.”

The Language and Imagery of Diversity, Inclusion, Equity and Belonging (DIEB)





MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

THE EVOLUTION OF DIVERSITY THOUGHT





THE EVOLUTION OF DIVERSITY THOUGHT

- **BROWN VS. THE BOARD OF EDUCATION – 1954**
- **CIVIL RIGHTS ACT 1964**

RACE
RELATIONS





THE EVOLUTION OF DIVERSITY THOUGHT

EEO/AFFIRMATIVE
ACTION

- **MANDATED BY LAW**
- **EQUAL OPPORTUNITY COMMISSION -1965**
- **AFFIRMATIVE ACTION - 1965**
- **ESTABLISHED 5 PROTECTED CLASSES**
- **NOT INTENDED TO IMPROVE ORGANIZATIONAL EFFECTIVENESS**
- **CREATED TENSION IN THE WORKPLACE**





MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

THE EVOLUTION OF DIVERSITY THOUGHT

DIVERSITY



- HUDSON INSTITUTE REPORT 1987
- THE BUSINESS CASE FOR DIVERSITY
- ROOSEVELT THOMAS 'BEYOND RACE & GENDER'
- MANAGING & VALUING DIVERSITY



MOVING BEYOND DIVERSITY AND INCLUSION

THE EVOLUTION OF DIVERSITY THOUGHT

- FOCUSED ON WEAVING DIVERSITY INTO THE FABRIC OF THE CULTURE
- INCREASED EMPHASIS ON INCLUSION
- MULTI GENERATIONAL WORKFORCE

DIVERSITY & INCLUSION

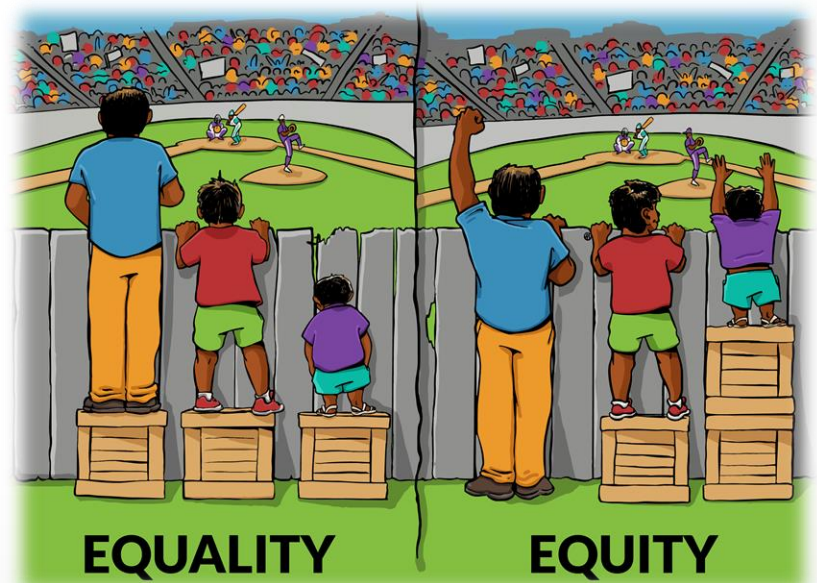




THE EVOLUTION OF DIVERSITY THOUGHT

EQUITY

- EACH OF US GETTING WHAT WE NEED TO SURVIVE OR SUCCEED
- ACCESS TO OPPORTUNITY, NETWORKS, RESOURCES, AND SUPPORT
- BASED ON WHERE WE ARE AND WHERE WE WANT TO GO.
- THE OPPORTUNITY TO REACH OUR FULL POTENTIAL.





MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

THE EVOLUTION OF DIVERSITY THOUGHT



- Feeling that you matter
- Being accepted and included by those around you

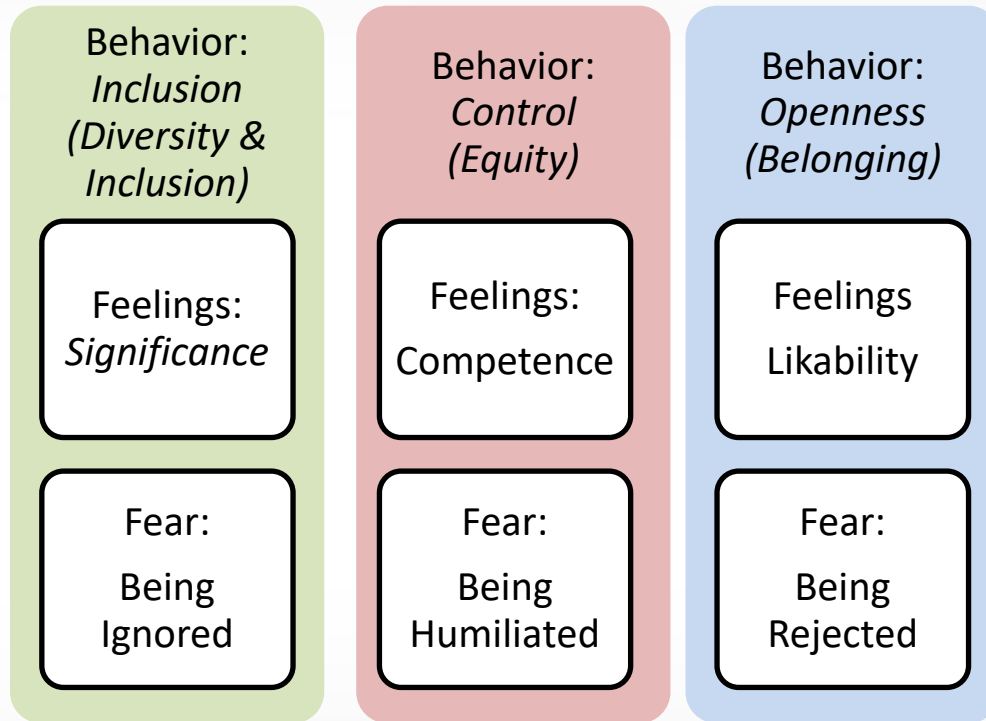


CREATING DIVERSITY COMPETENT CULTURES

*The willingness and ability of an organization to ensure that it **leverages the potential of all** individual contributors, communities, and components within or available to the business by capitalizing on their uniqueness.*



Creating Diversity Competent Cultures





MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

MOVING FROM DIVERSITY & INCLUSION TO EQUITY & BELONGING

Powell Consulting Group

www.pcgconsults.com

Mike Powell – mike.powell@pcgconsults.com

Leonard Powell – leonard.powell@pcgconsults.com