

What do we mean by *Diversity, Equity and Inclusion?*



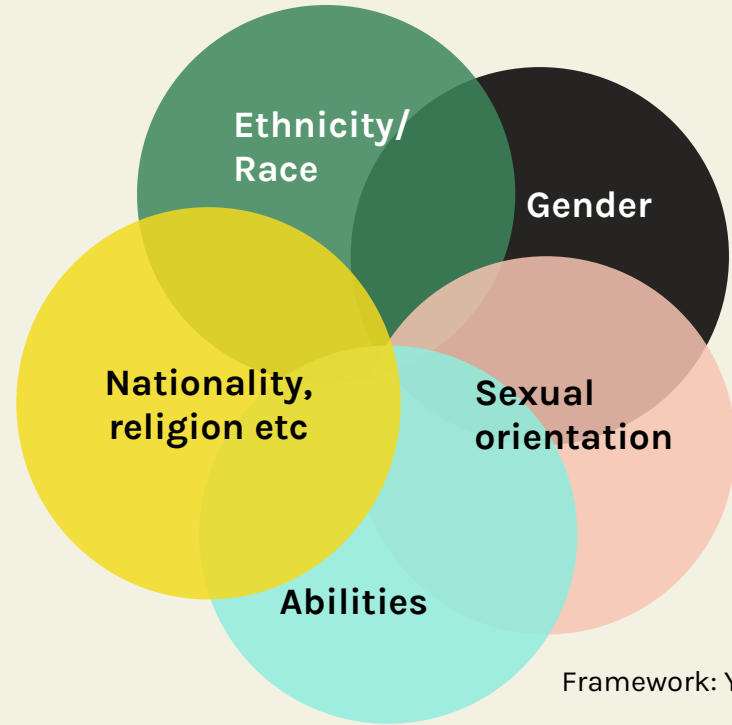
Diversity

Simply put **Diversity** means differences that appear throughout an organization:

- Demographic factors
- Experiential factors
- Cognitive factors

Diversity is *intersectional*

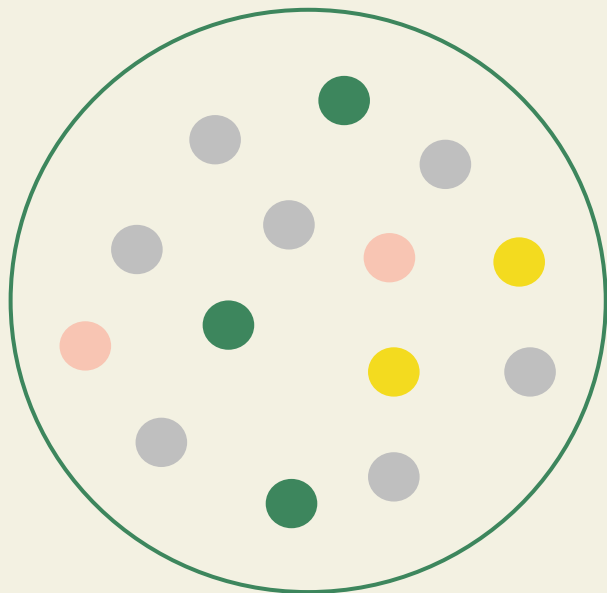
**Intersectionality in
diverse working
environments means
people have different
experiences**



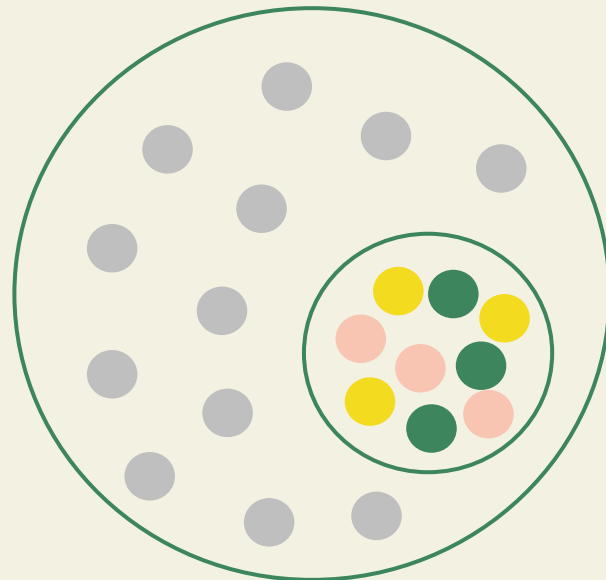
Framework: YW Boston

Inclusion

Inclusion is creating an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities, mentoring, coaching and resources, and can contribute fully to the organization's success.



INCLUSION



INTEGRATION



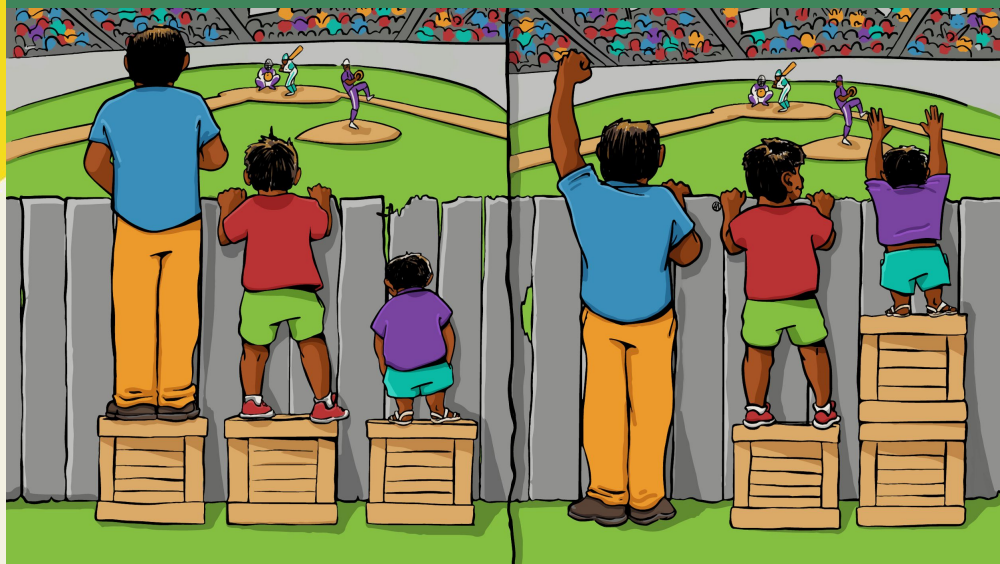
"Diversity is being invited to the party, inclusion is being asked to dance."

- Vernā Myers
VP, Inclusion Strategist at Netflix



“Diversity is having a seat at the table, Inclusion is having a voice, and Belonging is having that voice heard”.

- Liz Fosslien & Molly West Duffy
Authors of “No hard feelings”



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Equality is treating everyone the same.

Equity is giving everyone the tools that they need to succeed.

Inclusion is a subjective experience of each individual.
Inclusion is not just a state of mind – it requires concrete actions from individuals and organizations.

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hello@inklusiiv.org

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