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DIVERSITY & INCLUSION IN THE WORKPLACE
What does...

- Inclusion mean to you?
- Diversifying the workforce?
- Hidden Biases?
- Silent Disabilities?
Defining “Inclusion” in the Workforce

- **Representation**: Extent to which ASU students, staff, faculty and administrators proportionately reflect the regional and national populations served by our public institution.

- **Inclusion**: Encompassing, embracing, empowering and giving voice to all members of the university community in areas of scholarship, teaching, learning, and governance.
Diversifying the Workforce

- Commitment to building and developing a diverse, qualified workforce that represents the community we serve
- Commitment to a recruitment process that results in the hiring of the most qualified applicants
- Commitment to an expectation of compliance with Affirmative Action and Equal Employment Opportunity regulations and legislation
Identifying Hidden Biases

- Recognize we make mistakes. “Unconscious bias” applies to how we view other people. Examples?

- Reframe a conversation from discrimination and “protected class” to fair treatment and respect.

- Recognize that you have biases. Dissect, decide which you will address first, then get rid of them.
Silent Disabilities

- Vision Impairment
- Hearing Impairment
- Mental Disease
- Memory Loss
Diversity and Inclusion

- Position diversity efforts strategically to recognize and value all differences in a workplace

- Focus on inclusion to bring all individual and cultural talents to the table
We should utilize effective diversity and inclusion strategies within the workplace to:

- Enhance Credibility
- Demonstrate Good Faith Efforts
- Support Employment Engagements
Cross Cultural Competence – Can it Affect the Workplace?

- **It’s All About Me** – An understanding of ourselves and how our own worldview shapes our beliefs and behaviors

- **It’s All About Them** – An understanding of the worldviews of others and what has shaped their beliefs and behaviors

- **It’s All About Us** – An understanding of how to work efficiently across differences to enhance the work we do
EXERCISE #1

Take 5 minutes (or less) and describe a time you were part of:

- Empowering Inclusion in the Workplace
- Assisting with Diversifying the Workforce
- Recognized or Demonstrated a Bias
- Realization of a Silent Disability

How did you handle the situation, what was the outcome?
EXERCISE #2

Take 5 minutes (or less) to provide examples of one or both Affirmations:

- **Micro-Affirmations**: Small, often unconscious actions which demonstrate affinity, support, inclusion, and are meant to help others achieve

- **Micro-Inequities**: Small unconscious actions which demonstrate disagreement, distrust, exclusion, and increase the risk of failure
Q & A