



Presented By

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Human Resources

Be.

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Coca-Cola Company

Diversity Message

<https://youtu.be/wKCf-q0zqPs>

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Agenda

- UW Parkside – Diversity Statement
- What is Diversity?
- What is Inclusion?
- What is an Inclusive Environment?
- Primary and Secondary Dimensions
- Why does Diversity matter at a College?
- How do we Embrace *Your* Diversity?
- What is Culture?
- Valuing Diversity?
- What Level are You?

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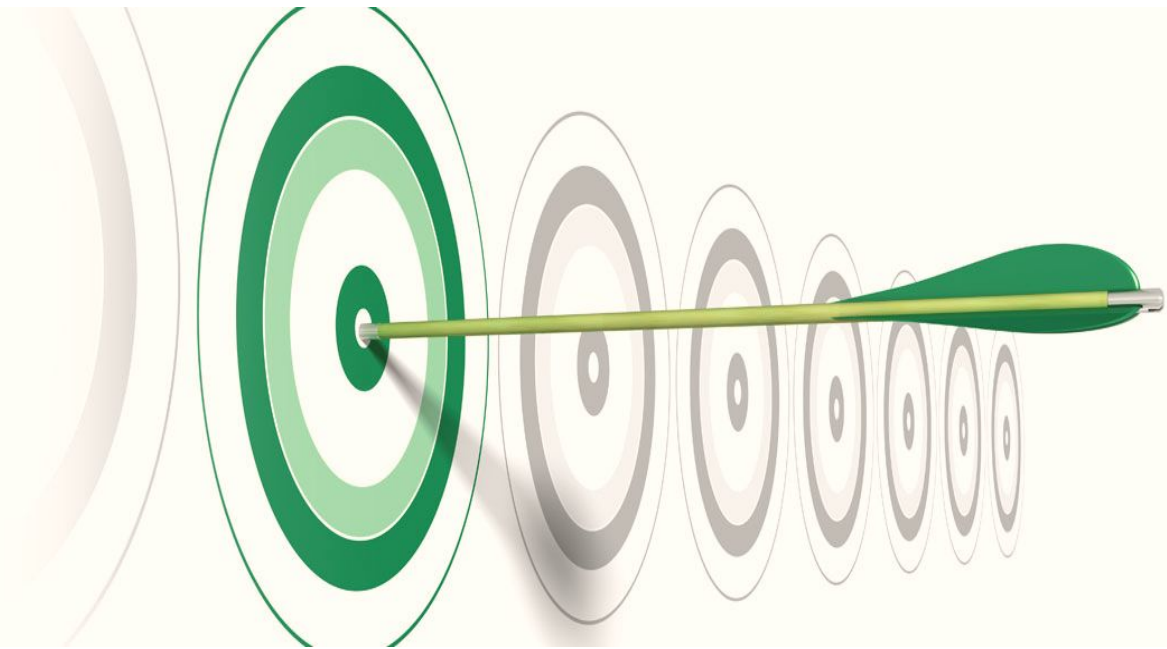
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Diversity

Vision, Mission and Values



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UW-Parkside Diversity Statement

Diversity is crucial for maintaining excellence in research/creative artistry, learning and community engagement. The University of Wisconsin-Parkside celebrates many differences among people including but not limited to diversity in race, ethnicity, ability, national origin, gender, gender identity, sexual orientation, religion and age. UW-Parkside strives to strengthen diversity with programs that will accomplish the following:

- attract and retain diverse students, faculty, and staff;
- respect and appreciate the many cultures and multiple perspectives within the communities that UW-Parkside serves;
- promote equity and success for all students, faculty and staff;
- prepare students, faculty and staff to act ethically in relation to diversity on campus and in local and global communities
- address racism, oppression, and all forms of neglect and discrimination throughout the campus at all levels.

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Vision

The Office of Diversity and Inclusion at the University of Wisconsin-Parkside will be recognized within the Great Lakes region as a premier office in fostering diversity and inclusion.

Mission

The Office of Diversity and Inclusion (formerly the Office of Equity and Diversity), established in 2011, collaborates with students, faculty, administrators, staff and members of the surrounding community to promote and implement the University of Wisconsin-Parkside's mission and strategic diversity and inclusion initiatives.

Values

- Fair and ethical standards to all those we serve
- Being good stewards of the resources we have
- Quality programming as our way of operating
- Being knowledgeable of emerging best practices and trends
- The balance between professional and personal lives
- The contribution of others that help achieve our goals and objectives
- The ability to forge and develop collaborative and cooperative relationships with stakeholders
- Having fun at work

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What is Diversity?

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.

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What is Inclusion?

the thread that holds us together

Inclusion involves bringing together and harnessing diverse forces and resources in a way that is beneficial. 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.

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“DIVERSITY is being invited to the party. INCLUSION is being asked to dance.”

-Vernā Myers



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What is the difference between Diversity & Inclusion?

- Diversity is simply a representation of many different types of people (*gender, race, ability, religion, etc.*)
- Diversity often focuses on the differences, and is referred to as "the mix."
- Inclusion is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed.
- Inclusion is the act of "making the mix work."
- Diversity is what you have. Inclusion is what you do.
- Simply having a diverse group, team, workforce, classroom, etc., is not enough.
- Everyone should feel safe and encouraged to fully participate and share and be on equal footing as everyone else.

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The Mix



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The Mix



Bacon, Lettuce & Tomato Sandwich

Inclusion is . . . *“Making the Mix Work”*

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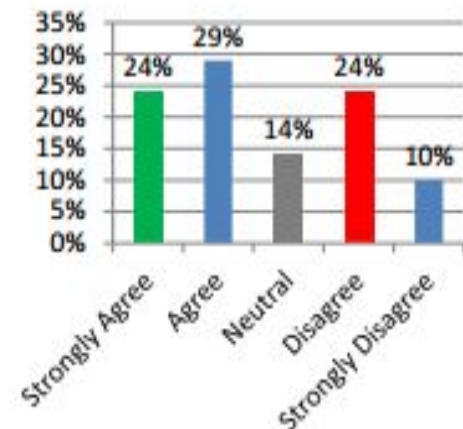
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What is an Inclusive Environment?

*Study by
Dr. Helen Turnbull,
CEO Human Facets*

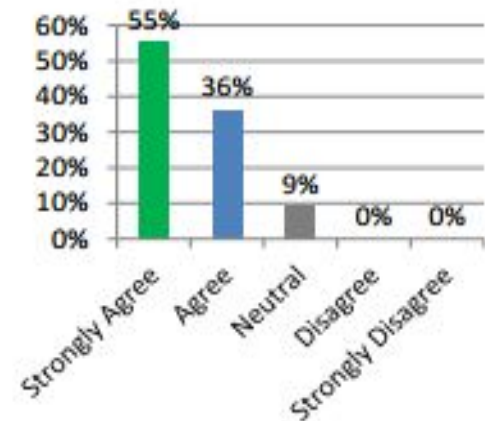
Your Organization's Leadership team creates an inclusive culture that values diversity of skills, thinking and background?

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



I personally contribute to achieving a supportive culture that values diversity of skills, thinking and background?

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree



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An Exercise

- How inclusive are you really?
- How do your personal biases impact your ability to be inclusive?
- How do your blind spots impact the quality of your day-to-day decisions?
- How do you know that you are really being objective?
- Who is in your In-Group?
- Who do you not notice at work?
- How do you know when someone is a “good fit”?
- What criteria are you using?

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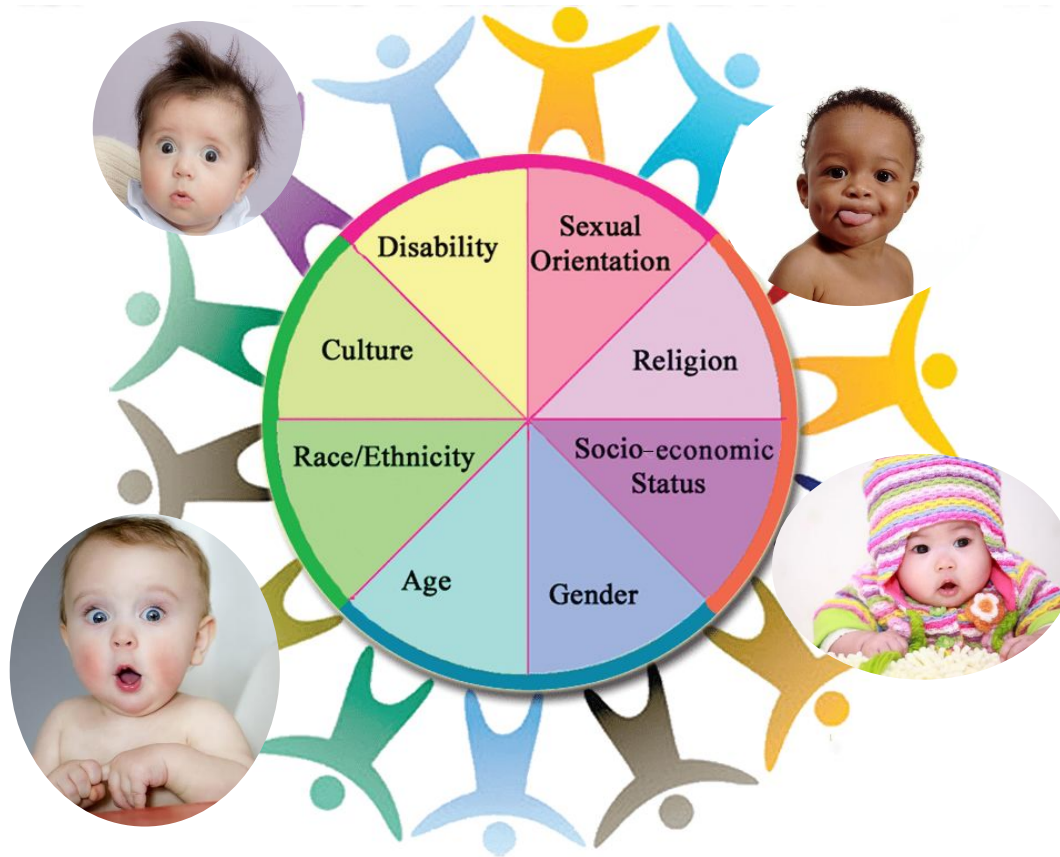
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Primary Dimensions

It's what we are born with is our identity.



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Secondary Dimensions of Diversity

Secondary Dimensions

These dimensions change throughout our lives.

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Why does Diversity matter in a College environment?

- Interaction with people from diverse groups.
- Diverse workforce with different cultural backgrounds.
- Work with employers, employees, coworkers, and customers from diverse backgrounds—worldwide
- Increase our knowledge base.
- Promotes creative thinking
- Enhances self awareness
- Enriches multiple perspectives

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How To Embrace Your Diversity?

- Everyone's Narrative
- Where are you coming from?
- Befriend All People
- Empathy
- Actively Accept
- Show Compassion

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Accenture

“Inclusion Starts with I”

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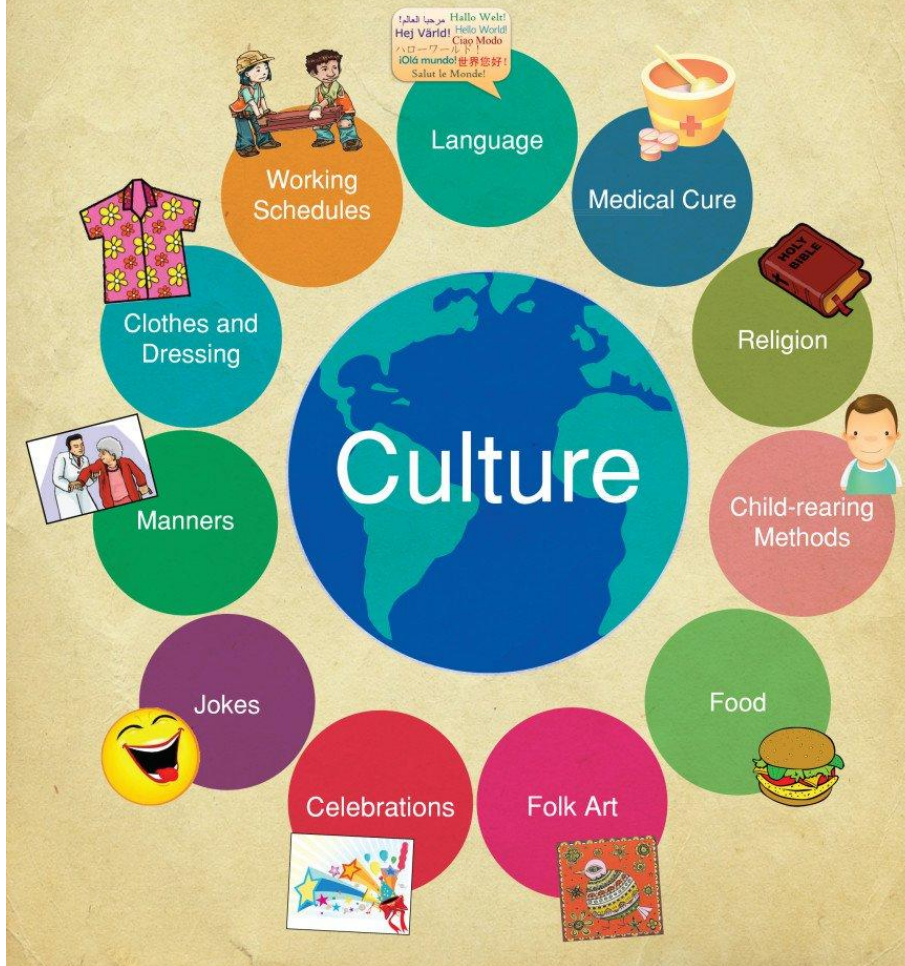
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WHAT IS CULTURE?



- What is culture, and why is it important?
- What is cultural awareness, and why is it important?
- How can we achieve and assess cultural awareness?

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Definition of Culture?

Patterns of human behavior common to groups

Includes thoughts, communications, languages, practices, beliefs, values, customs, courtesies, rituals, manners of interacting, roles, actions, relationships, and institutions

Groups are based on race, ethnicity, gender, religion, sexual orientation, social group or other similar factors

With the ability to transmit the above to succeeding generations.

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Cultural Diversity in the Workplace

- Cultural diversity in the workplace provides strength. It also challenges individuals to respond to their diverse work environment effectively.
- “Valuing” individual and group cultural differences is critical to achieving the organizational goals.

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Cultural Awareness

- Know your own cultural background.
- Recognize your own stereotypes and biases.
- Gain knowledge of cultural history and heritage.
- Be aware of other's perceptions.
- Recognize effects of *-ism* on the others.

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Embrace Discomfort

- The point is to surround ourselves with people who think and act differently than we do.
- The business value of diversity lies in having our views challenged.

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Fixed vs Growth Mindset

I used to . . .

Think

Feel

Act

But now I . . .

Think

Feel

Act

The results of my changes are . . . How will this change me moving forward?

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Key Concepts to Remember

1. You will offend someone at some point.
2. Each person has a right to their own opinion.
3. Listen. We all have a unique world-view.
4. What is each person's lens of diversity?
 - a. "Tell me more ..."
 - b. "I wonder if ..."
5. We must allow ourselves to be vulnerable when talking about diversity.



Leads to guided
self-regulation and learning



Promotes a safe
and accepting
environment

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What does it mean to be Authentic:

- to be more concerned with truth than opinions
- to be sincere and not pretend
- to be free from hypocrisy: *“walk your talk”*
- to know who you are and to be that person
- to not free others seeing your vulnerabilities
- being confident to walk away from situations where you can't be yourself
- be awake to your own feelings
- being free from others' opinions of you
- accepting and loving yourself

Sue Fitzmaurice

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Create an environment of specific Wordle or a general one showing the different kinds of diversity



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What we need to do is learn to
respect and embrace our
differences until our differences
don't make a difference in how we
are treated.

— *Yolanda King* —

AZ QUOTES

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Valuing Diversity

- Embraces the richness of differences
- Recognizes that all groups have contributed and has given American society its strength and edge.

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Resistance to Valuing Differences

- Fear of Change
- Lack of information and limited exposure to members of other groups
- Discomfort with Differences
- Desire for return to the “good old days”

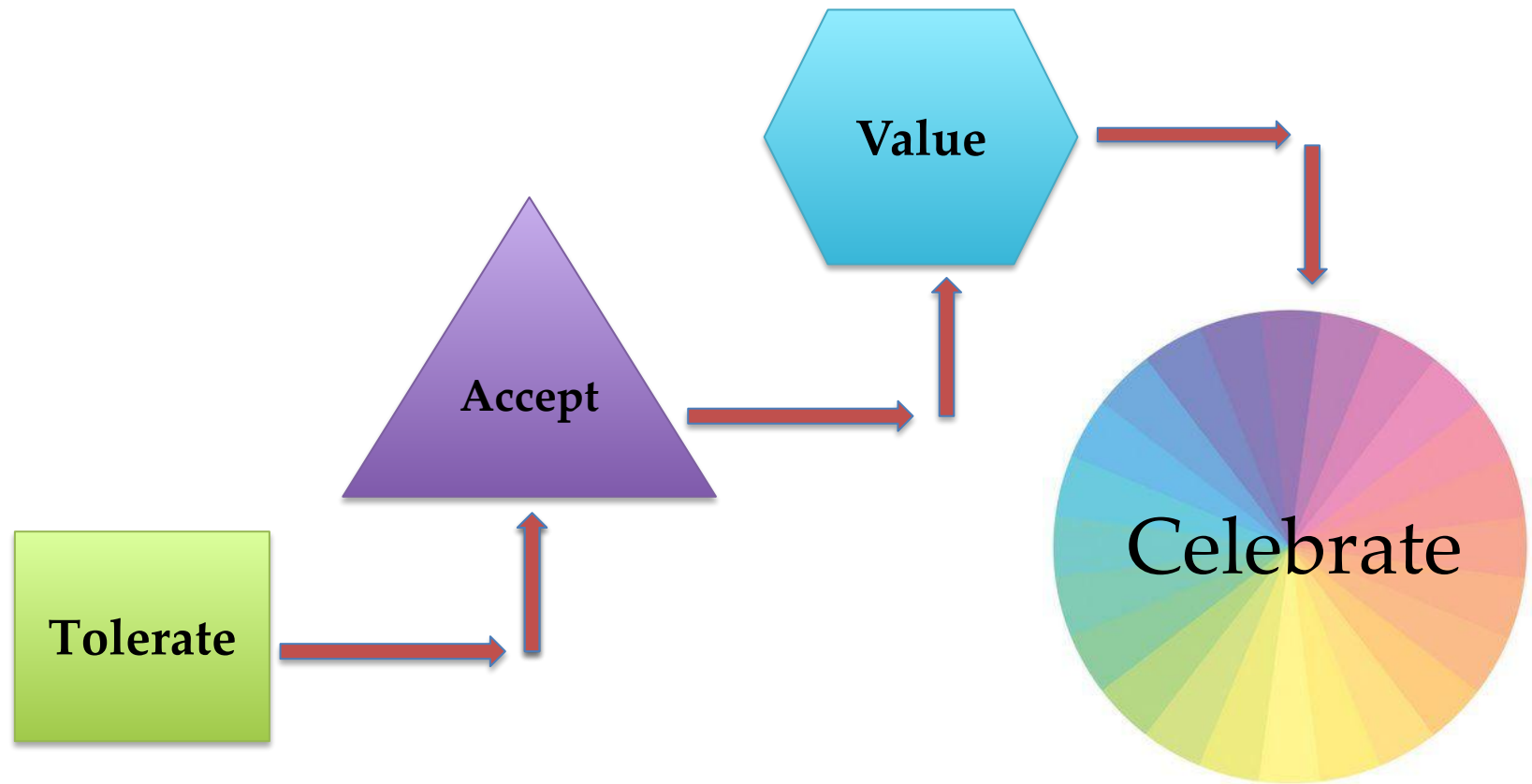
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What Level do you Value Differences?



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Tolerate

To endure or put up with
someone's differences

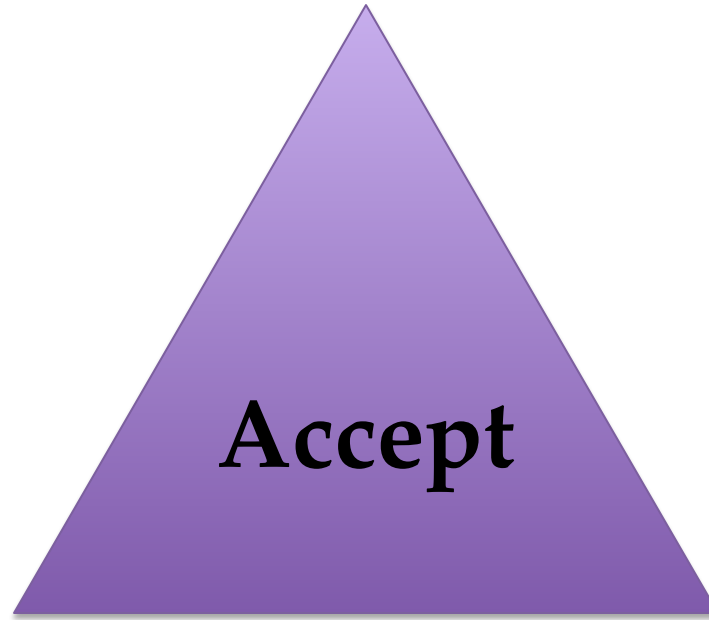
(As a Culture we tend to be)

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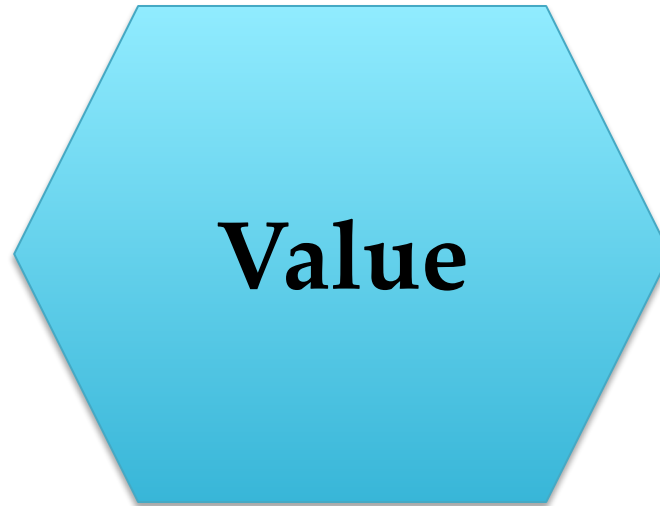
Content with Someone's Differences

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To be Open and See someone's
differences as Worthwhile

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To deeply understand and respect
each others view point openly

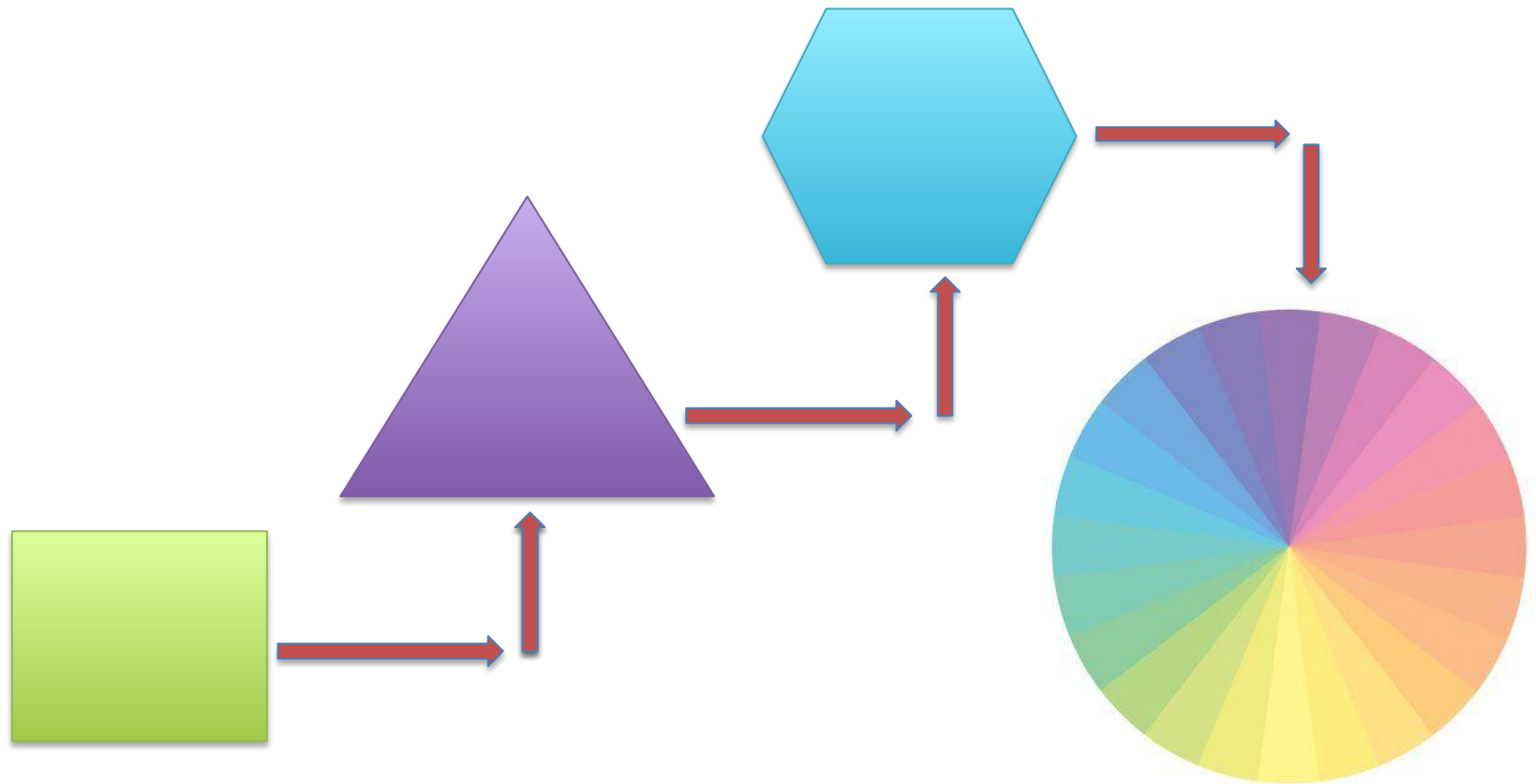
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Where are YOU Now?



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TV2 Danmark

“All That We Share”

<https://youtu.be/jD8tjhVO1Tc>

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Thank You!

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