

ZENA NEWS

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ZENA CONSULTING

Aleria Touts the Benefits of Merit + Inclusion



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Dr. Paulo Gaudiano and his team at ARC (Aleria Research Corp) will wrap up another year of leadership in the 'Merit and Inclusion' (formerly DEI- diversity, equity and inclusion) space at their 7th conference later this month. This New York city-based nonprofit bills their event as the "premier forum for bridging rigorous research and real-world application in the pursuit of more inclusive and successful organizations". See *EVENTS*, right.

Listening to Critics Opened the Door to Compromise & New Ideas

While the words and labels used to describe industry and social trends change every decade or so, the goal remains the same for most people: 'inclusive and successful organizations.' Gaudiano et. al. faced proponents of "DEI backlash", listened carefully, acknowledged its shortcomings, (see Ted Talk, below.) and developed a new model that embraces merit as a standard to improve inclusion.

Who's against hiring the best qualified people for a job?

Shift from a Focus on Diversity to Inclusion

For example, Gaudiano claims that DEI resistance is a result of an obsession with measuring *diversity* (i.e, geography, representation, and identity)- in part because its (often) easier to see and define. *Inclusion* however, while invisible and harder to notice, is less about individuals and more about employee processes and solving problems.



Click to listen

While he called for practitioners to "create inclusion in an inclusive way," Gaudiano also acknowledged that the most included leaders are the least likely to identify, understand, and know how to reduce exclusionary practices.



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EVENTS



9/15 to 10/15 Hispanic Heritage Month

Recognize contributions of Hispanic and Latino Americans to the USA's culture and history.



10/11 @ 11:00 Walk/Run Fundraiser

The Agape House is co-leading this event to help local girls reach their potential by having access to education, employment opportunities and safe housing. Meet us at Green Lake pool. Donate or register [here](#).

#DIRC25:M+I

10/30

Annual Conference
Register [here](#).

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