

# FOSTERING DIVERSITY, EQUITY, AND INCLUSION AS A LEADER

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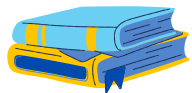
## RELATED RESOURCE

### "THREE P" STRATEGY OF DIVERSITY, EQUITY, AND INCLUSION WORK

Citation: Benny, C.; Aftahi, Y; Kramer, E; (2022, February 1). "Three P" Strategy of Diversity, Equity, and Inclusion Work. *Difficult-Discussions Inc.* <https://difficult-discussions.com/three-p-strategy>.

The Difficult-Discussions Inc. "Three P" strategy is a three-pronged strategy to create diverse, equitable, and inclusive environments that are sustainable and multifaceted. The information listed in the strategy will be helpful when participating in this activity. You can find this resource by scanning the QR code on the right or by visiting:

<https://difficult-discussions.com/three-p-strategy>



## GOALS AND OBJECTIVES:

- Explore historical injustices/gaps that disproportionately impact marginalized communities.\*
- Understand the benefits of diversity.\*
- Learn about a multifaceted strategy to create and sustain diverse, equitable, and inclusive environments.\*
- Discuss recommended practices to create inclusive environments as an individual.\*
- Practice action plans that can be utilized to promote diversity, equity, and inclusion through policy and programming.

*This handout is a part of a workshop offered by Difficult-Discussions Inc., if you are using it independently these items will need to be covered by the facilitator. (\*)*



### ACTIVITY 1- POLICY REFLECTION

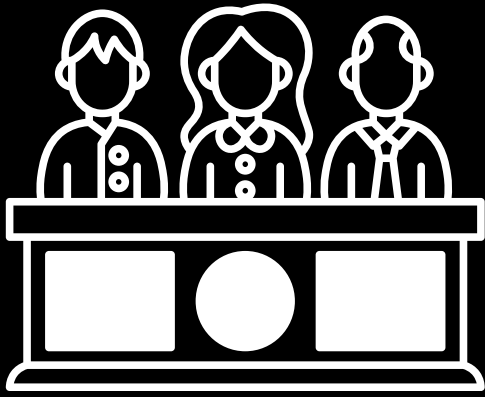
Break off into smaller groups and discuss a policy in your organization/community that you think was created with equity in mind and/or one policy that you think is not very equitable. Have one member of your group take notes so that they can provide a brief overview to all attendees.



#### EQUITABLE POLICY EXAMPLES

#### INEQUITABLE POLICY EXAMPLES





## ACTIVITY 2: POLICY REVIEW COMMITTEE

Your group has been assigned with the task of assessing whether the following policies are biased. Discuss the policies listed below and determine if they are equitable. If they are not equitable, discuss why and how it can be amended. Have one member of your group take notes so that they can provide a brief overview to all attendees.

### POLICY 1:

**ABC Inc. Personal Appearance Policy:** "Employees must always present a clean, professional appearance. Everyone is expected to be well-groomed and wear clean clothing, free of holes, tears, or other signs of wear. Clothing with offensive or inappropriate designs or stamps are not allowed. Employees are not permitted to wear caps/hats/head covering in office spaces."

Is this policy equitable? If not why?

Can this policy be improved? If yes, how?

Is this policy equitable? If not why?

Can this policy be improved? If yes, how?

### POLICY 2:

**XZY Inc. Email Signature Policy Amendment:** "As of 12/12/2024, all employees must incorporate their gender pronouns in their email signature in the following format. He/Him/His, She/Her/Hers, or They/Them/Theirs."

### POLICY 3:

**Example Inc. Employee Emergency Time Off Policy:** In the case of reasonable emergencies where the employee cannot provide advanced notice of their absence. The employee should inform their manager via text message or phone call (voicemail if no response) as soon as they are able. The message should include the approximate amount of time off required. Find the definition of reasonable emergencies in the employee handbook."

Is this policy equitable? If not why?

Can this policy be improved? If yes, how?

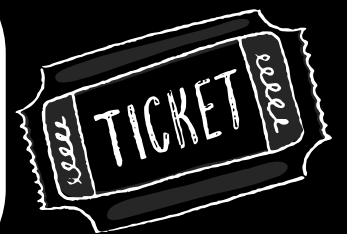


**ACTIVITY 3- PRACTICE REFLECTION**

Break off into smaller groups and discuss an initiative that you participated in or know of that promoted inclusion and belonging. How was the initiative structured? Who participated? Have one member of your group take notes so that they can provide a brief overview to all attendees.

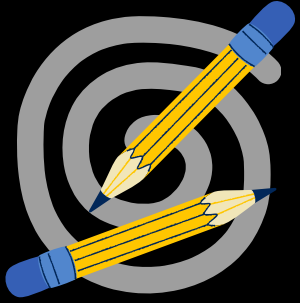
**NOTES****ACTIVITY 4- PROGRAMMING REFLECTION**

Break off into smaller groups and discuss an event that you attended that helped you learn more about another culture. What made the event special? What did you learn from the event? How could the event have been better? Have one member of your group take notes so that they can provide a brief overview to all attendees.

**NOTES**



## ACTIVITY 5- EVENT PLANNING TEAM



Your group has been assigned with the task of organizing an educational event that will be open to the public. The goal of the event is to celebrate diversity and promote community collaboration. Select an event format and create a five-point plan that you will present to organizational leadership on how to move forward with the task. Have one member of your group take notes so that they can provide a brief overview to all attendees.

Event Name:

Event Description:

Plan:

Notes:

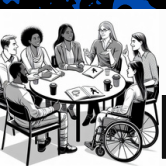




# DIFFICULT-DISCUSSIONS INC.

## DIVERSITY, EQUITY, AND INCLUSION GLOSSARY

ACCESSIBILITY	The process of ensuring that information, environments, and experiences are designed to be usable by individuals of all abilities. Its objective is to facilitate full participation and engagement for everyone, eliminating any barriers that may hinder access or interaction.
CULTURE	The collection of shared attitudes, values, goals, and practices that define a specific group of people, encompassing their knowledge, beliefs, art, laws, customs, and habits.
DIVERSITY	Diversity with regard to people refers to a group of individuals with varying characteristics. Diversity encompasses different dimensions, including visible aspects such as race, age, and ethnicity, as well as invisible aspects such as religion, skills, abilities, socio-economic status, and culture.
EMPOWERMENT	The journey towards obtaining greater autonomy, control, and influence in one's life and decision-making processes. It involves acquiring the necessary knowledge, skills, and resources to autonomously make choices and pursue personal goals.
EQUITY	Equity pertains to fairness and justice, recognizing that individuals come from diverse backgrounds with varying needs. It aims to establish a level playing field where everyone has an equal opportunity to succeed, acknowledging that some may require additional support to achieve true equality of opportunity.
INCLUSION	Creating an environment where everyone feels welcome, valued, and supported, regardless of their background or characteristics. It ensures that everyone has the opportunity to participate and contribute fully.
IDENTITY	The unique traits and characteristics that define an individual.
INTERSECTIONALITY	Intersectionality acknowledges that individuals' lived experiences are molded by the intricate connections between their various social identities, such as race, class, gender, and ability. Visualize these identities as overlapping circles in a Venn diagram; the overlapping regions depict intersectionality. For example, a Black woman confronts unique obstacles due to the compounded effects of racism and sexism. By recognizing and understanding these intersections, we can develop targeted interventions and advance more inclusive initiatives within the realm of social justice.
LIBERATION	Breaking free from different limitations. It involves fighting for equal rights and opportunities for a specific group, representing their ongoing struggle for equality against historical oppression.





# DIFFICULT-DISCUSSIONS INC. DIVERSITY, EQUITY, AND INCLUSION GLOSSARY

MARGINALIZATION	Systematic disadvantages experienced by specific groups because of their social identities. It stems from power dynamics within a society, where dominant groups establish and uphold systems that benefit themselves while disadvantaging others.
MICROAGGRESSION	Subtle insults, slights, or invalidations directed at individuals or groups due to their marginalized identity. These seemingly small interactions can convey negative messages and have a cumulative impact on the recipient. They are often unconscious or unintentional expressions of prejudice towards marginalized groups, like racial minorities.
MISINFORMATION	Inaccurate or misleading information spread unintentionally. Unlike disinformation, which is intentionally deceptive, misinformation is shared without malicious intent. Those spreading misinformation may genuinely believe it to be true.
PRIVILEGE	Unearned advantages or benefits that some groups receive based on their social identity, allowing them to live without facing certain disadvantages.
SAVIOUR COMPLEX	A psychological tendency where someone feels a strong urge to help others, sometimes to the extent of neglecting their own needs or becoming overly intrusive. Despite appearing positive, it can create issues in relationships and for the person themselves. People with a savior complex seek to fix others' problems and often see themselves as heroes, but this can result in little impact on challenging oppressive systems effectively.
IMPLICIT BIAS	The attitudes and stereotypes that impact our judgments and actions without our awareness. These biases are shaped throughout our lives, representing social stereotypes about certain groups that individuals form without conscious realization.

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