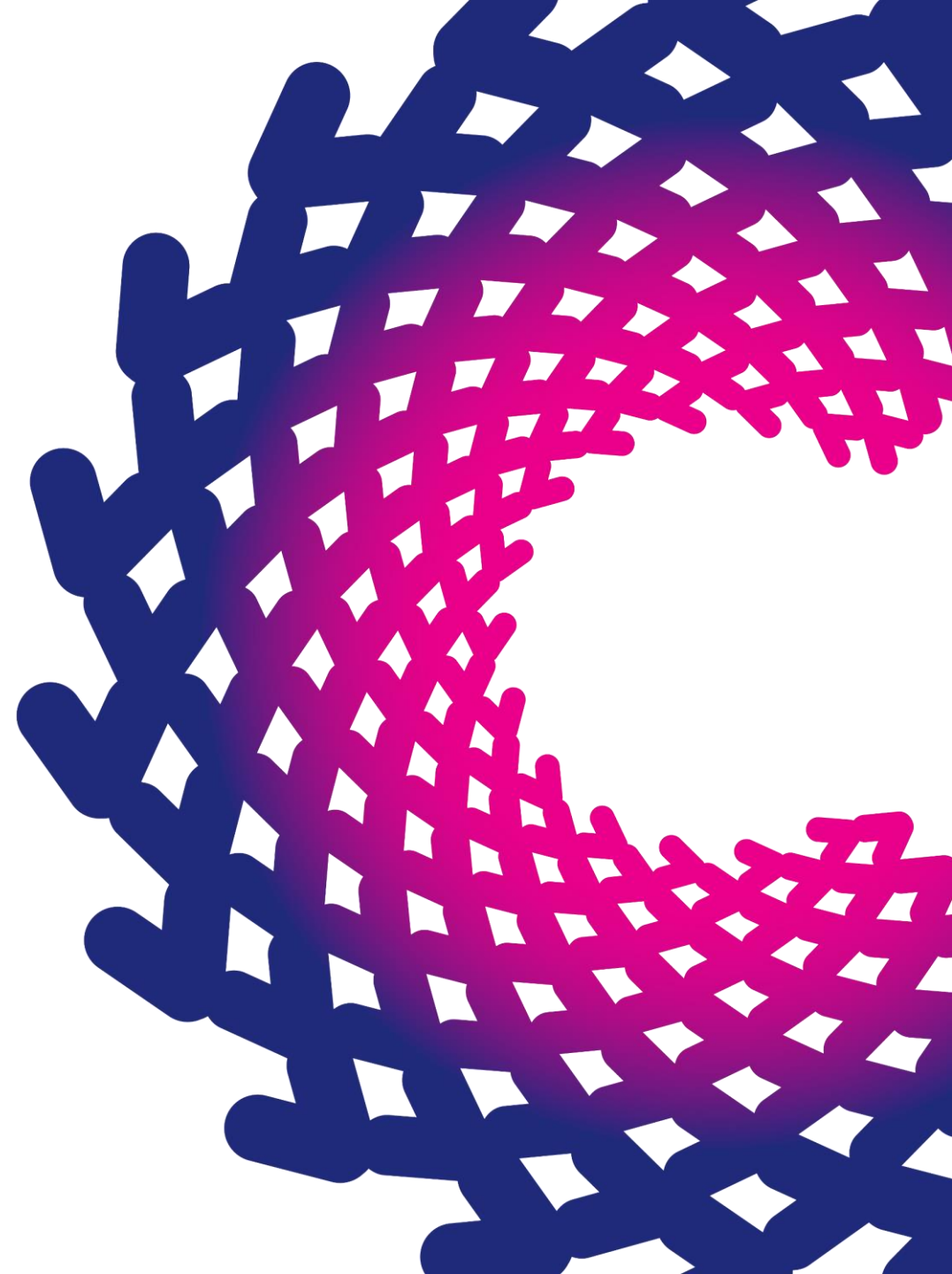




# Foundations of Diversity, Equity, and Inclusion

Presented in partnership with

THE **EQUITY**  
PROJECT®  
EQUITY · REDEFINED · ACTUALIZED.





**Welcome  
Colorado  
BioScience  
Assn.  
Members!**

THE **EQUITY**  
PROJECT<sup>®</sup>  
EQUITY. REDEFINED. ACTUALIZED.





# Looking Ahead

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01. Welcome
02. Facilitator introduction
03. Community agreements
04. Check in & reflection activity
05. Establish shared language
06. Applying EDI concepts
07. Questions & answers

# *About Your Facilitator*

## Ariana Flores

# Community Agreements

01. Create and maintain spaces filled with grace
02. Practice empathy, self-awareness and self-reflection
03. Allow openness with yourself and colleagues
04. Step up, step back
05. Take care of yourself
06. Participate!



# Check In

Please write in the chat a question you want answered, a fear or worry you have when it comes to these topics, or an area of curiosity you have about this topic.



How would  
you caption  
this image?





# Shared Language

# The Equity Continuum



**Equality**



**Diversity**



**Inclusion**



**Equity**



# The Equity Continuum

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**Equality**

Series of social movements

- Civil rights
- Women's rights
- Gay Liberation
- Disabled people's rights
- Many more

Resulted in changes to laws,  
customs & social norms



# The Equity Continuum

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## Diversity

Focus on getting different people into previously exclusive sectors and positions.

Emphasis was on numbers, rather than on people's experiences.

# The Equity Continuum

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## Inclusion

Spotlight on particular sectors

Consideration of people's experiences

Recognition that steps need to be taken after hiring to ensure retention

# The Equity Continuum

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**Equity**

Focus here is on how a sector or organization can change to meet the needs of its workforce.

Understanding that to get different results, the previous way of operating may have to shift.



# Applying DEI Concepts in Your Work

# The Equity Continuum

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**Equality**



**Diversity**



**Inclusion**



**Equity**

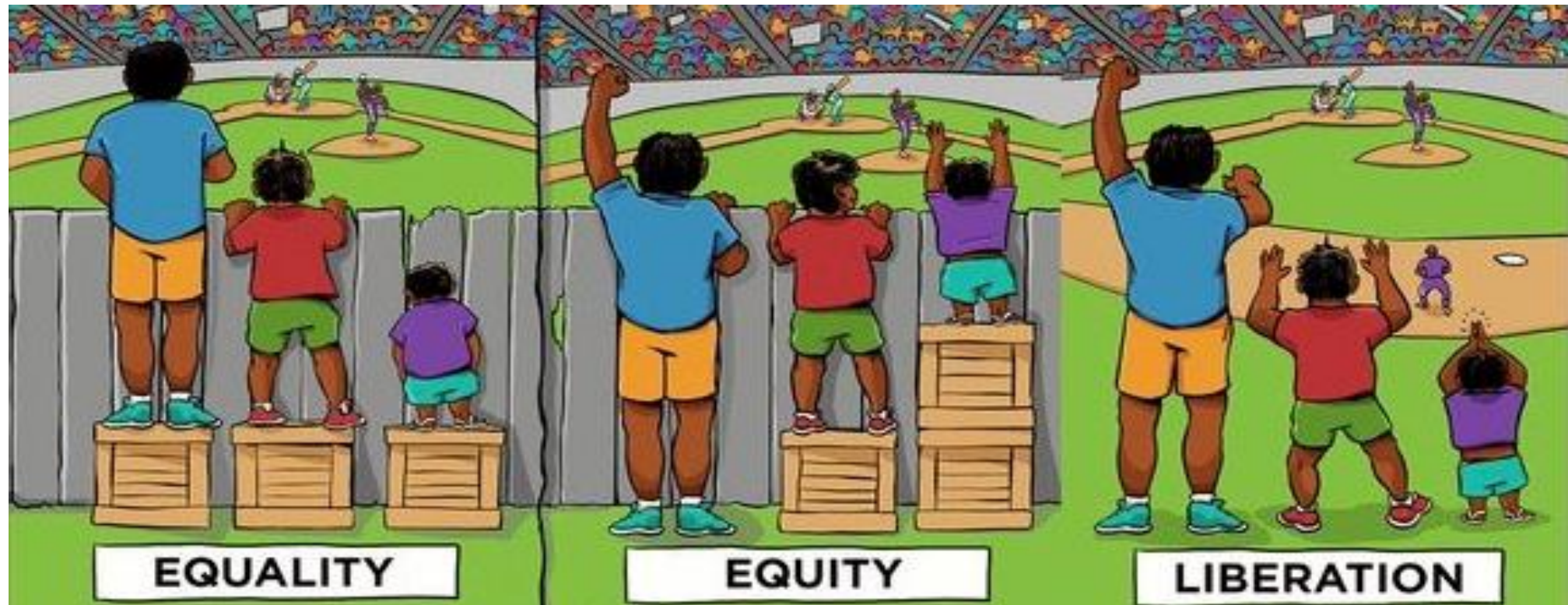


# Equality

It is about sameness, level-setting and providing access.

# Equity

It is about creating systems where everyone can thrive. People don't get the same things; they get what they *need*.





**Small group discussion:**  
What are some barriers  
to equity, or “fences”  
in your work?

# Diversity

Takes into consideration the myriad aspects of a person's identity and experiences.

# Inclusion

Recognition of the skills, abilities, and perspectives that every person offers, and utilizing them to enrich a team, enhance a process, or optimize a situation.



“Diversity is good. Pass it down.”

# What does inclusion feel like to you?

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Everyone has experienced feelings of inclusion and exclusion, but can you identify the aspects of a situation and how they create an inclusive or exclusive atmosphere?

How can create inclusion at an **individual level**?

How can you create an inclusive atmosphere at an **organizational level**?

How can you create an inclusive atmosphere at a **community level**?



# Successful steps for inclusion

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Creating inclusion requires **intentional action**.

Consider how to create:  
Inclusion for **individuals**

Inclusion for an **organization**

Inclusion for an entire **community**



# Small group discussion:

Identify a workplace responsibility over which you have control. What intentional action steps can you take to make it more inclusive? How might a more inclusive process make a positive impact on your colleagues?

# Takeaways

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Remember your placement in “the boat” and do your part to prevent it from sinking.

Normalize discussion about DEI within your organization.

Practice identifying “fences” or barriers to equity in your work. Do you have any control over aspects of those fences?

Consider how to be more inclusive with colleagues and partners.



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Learn on your own

## Next steps

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**Incorporate DEI** into your individual and team objectives and goals.

**Watch** *Race: The Power of an Illusion*, *The House We Live In*

**Listen** to the *Life Kit* podcast episode on microaggressions

**Read** DEI-centered materials from The Equity Project's resource list





**Lingering questions**



# Thank You!

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