Investing in Equity and Inclusion: The Pathway to Maximum Returns

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Markers on the Path

- Building Inclusive Spaces
- Identifying and Managing Threats to Inclusive Spaces
- Establishing and Strengthening E.D.I.-Based Partnerships

Building Inclusive Spaces

Assessing the Value of Inclusive Spaces

Creating a Sense of Belonging

"The superior business outcomes often associated with having diverse teams can't be achieved without a **sense of belonging**. It's not enough to simply include people at the table, [...], but to **'amplify everyone's voices, clear barriers ... and appreciate each other for our unique backgrounds.'** [...] a sense of belonging means that people can **bring their full selves to work**, and not feel like they're a different person there than at home."

Wharton University of Pennsylvania's "Beyond Diversity: How Firms Are Cultivating a Sense of Belonging"

Welcoming Others to the Space

Fostering Inclusive Spaces

Maintaining Inclusive Spaces

Setting Examples and Promoting Education

Identifying and Managing Threats to Inclusive Spaces

Understanding Microaggressions

They "are the brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group" (5).

Derald Wing Sue's *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*

Acknowledging Microaggressions: The Aftermath

Managing Microaggressions: Action Plans

Changing the Culture

Establishing and Strengthening E.D.I.-Based Partnerships

Taking Inventory

Devising Your Plan

Considering Strategies for Inclusion

Promoting Inclusive Spaces

Determining and Achieving Goals Together

Thank you for investing in equity and inclusion!

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