BEYOND VISIBLE DIVERSITY

with Joseph Lewis

Beyond Visible Diversity

Civil Rights Act of 1964

- **Ended segregation in public places**
- **Banned employment discrimination on the basis of:**
    Race
    Color
    Religion
    Sex
    National Origin

Have we failed?

Women compared to Men ↓ 22%

Black Unemployment ↑ 2X

Hate crimes tied to race ↑ 17%

Current Trends

Definition of diversity expanding

New tools to measure

Candidates of life

Quantitative Measuring

Increasing Accountability

(Kozan, 2019)
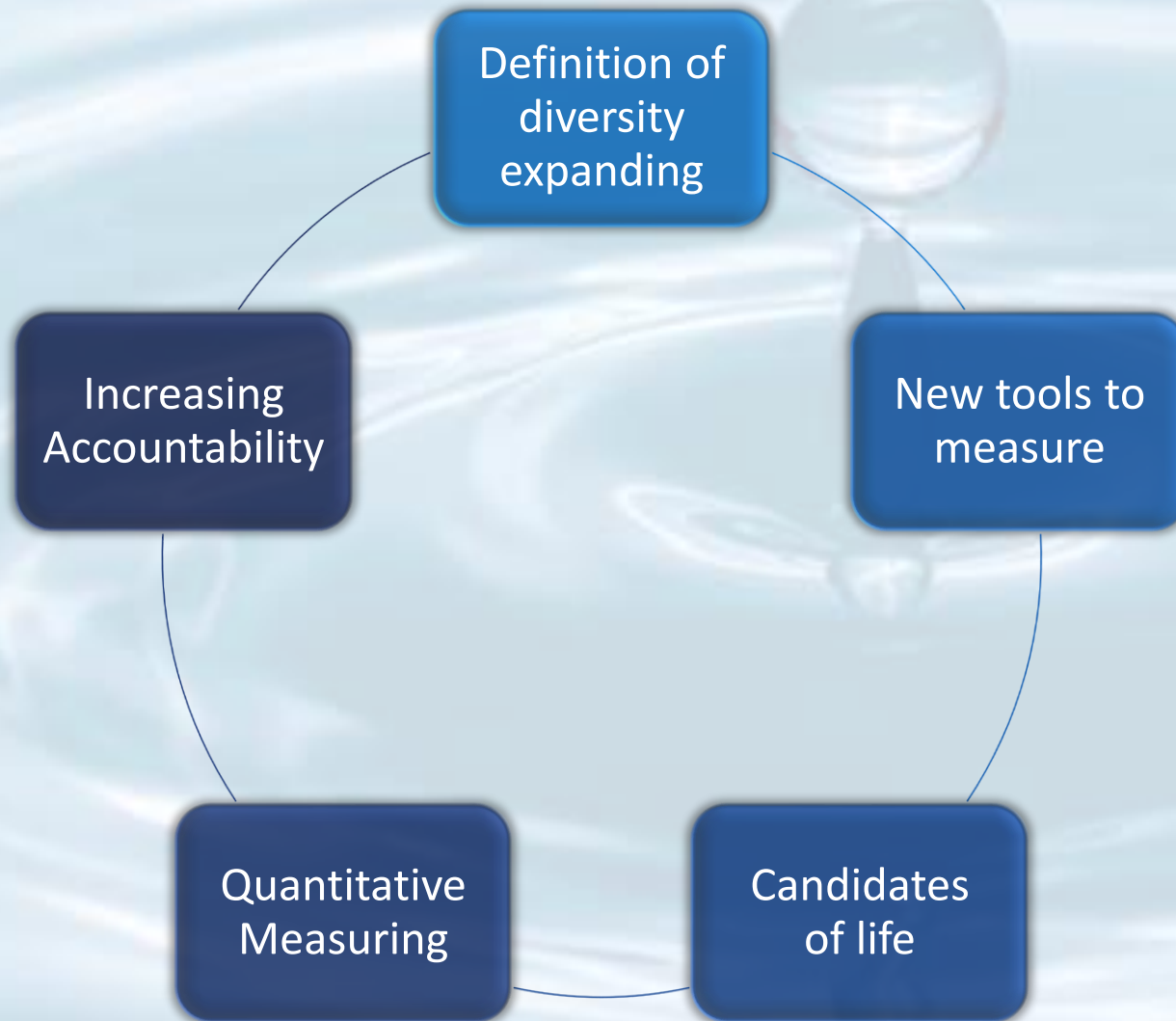
Bias

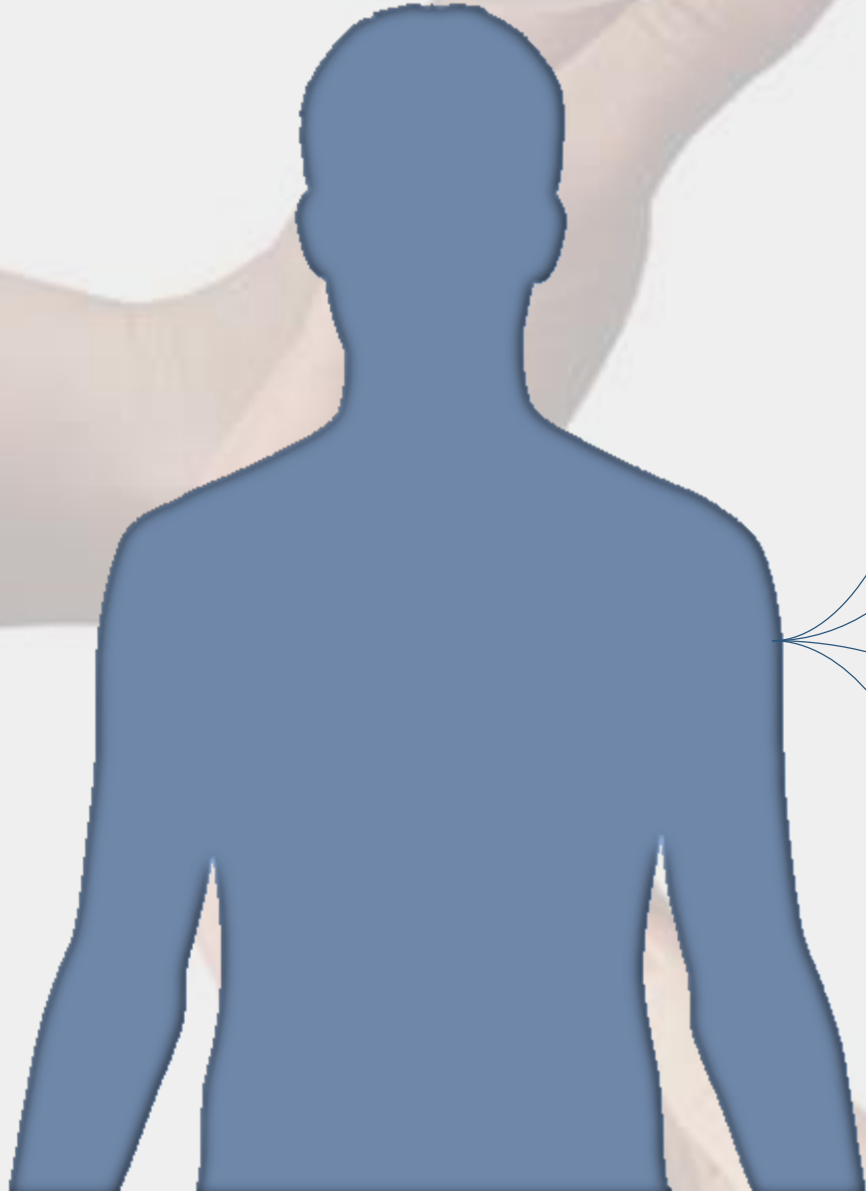## Conscious Bias

Also known as explicit bias.
- Fairly easy to see and identify

Also known as implicit bias.
- Harder to identify
- We all have it

Unconscious Bias

Invisible Diversity Dimensions

- Disability
- Diversity of Thought
- Diversity of Experience
- Nation Origin

- Religion
- Marital Status
- Veteran Status
- Work Experience

- Socioeconomic Background
- Gender Expression
- Age
- Sexual Orientation

Diversity Dimensions
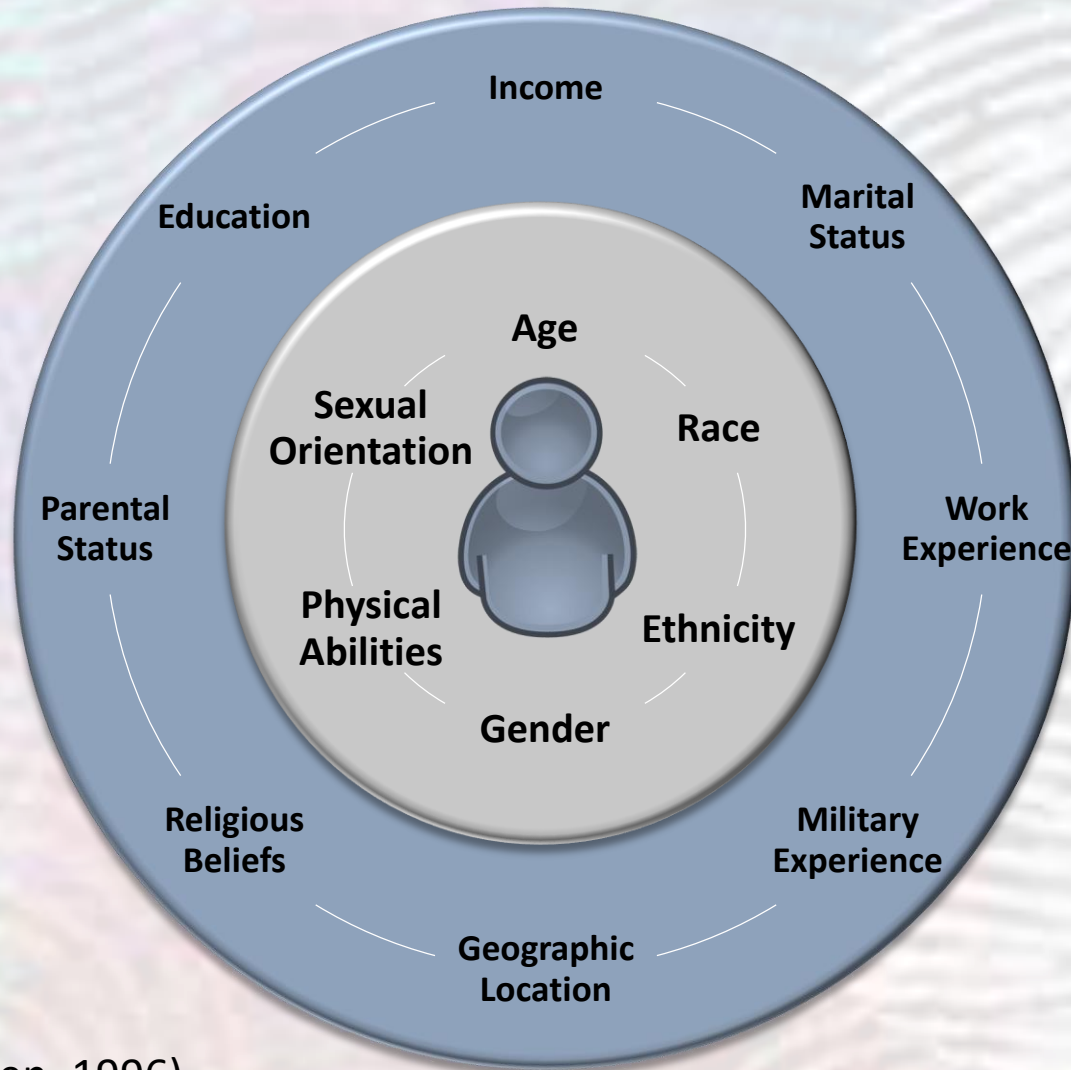
Primary
Typically associated with birth, but can evolve and change

Secondary
Heavily influenced by society and individual experiences, often change throughout life

(Loden, 1996)

Covering

1 Unleash the power of ERGs

2 Educate and create awareness

3 Create an inclusive policy and clear responsibilities

Take Action

1

Avoid terms like husband, wife, girlfriend or boyfriend

Use partner, significant other or use opposing terms

Take Action

2

Use pronouns like:
   He, Him His
   She, Her, Hers
   They, Them, Theirs

Take Action

3

Avoid using Mr., Mrs., or Sir or Madam, guys or gals

Use Team, Friend, Colleague or y'all instead

Take Action

If you make a mistake with gender, orientation or similar, apologize and move on.
Don't make it awkward

Take Action

5

Understand different forms of expression and interaction.

Stop, think, be conscious

Take Action

7

Communications styles can vary, respect how others communicate and don't be overbearing

Take Action

8

Use inclusive visuals, representing the many different ways we exist

Take Action

9

Be inclusive with your language, avoid slang that is demeaning.
Focus on the person versus the condition

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References

Kozan, K. (2019, February 13). 6 Best Workplace Diversity Trends for 2019. Retrieved from ideal.:
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Loden, M. (1996). Implementing Diversity. Burr Ridge: McGraw-Hill Education.