Diversity, Equity & Inclusion
What is DEI and why is it important?

Diversity, Equity & Inclusion (DEI or EDI)

➢ Values
➢ Laws & Regulations
➢ Standards
➢ Policies
➢ Practices
Equity, diversity, and inclusion (EDI) is a conceptual framework that promotes the fair treatment and full participation of all people, especially populations that have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.

§ **Equity** involves providing resources according to the need to help diverse populations achieve their highest state of health and other functioning.

§ **Diversity** refers to the representation or composition of various social identity groups in a work group, organization, or community.

§ **Inclusion** strives for an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences.

*From American Psychological Association:*
DEI programs are an essential aspect of building engaged and happy employees. Organizations with strong diversity climates are more likely to have employees with increased job satisfaction, higher levels of trust, and are more engaged.

From California Employers Association:

Within the LGBTQ+ community, DEI lives side-by-side with Gender Identity Gender Expression & Sexual Orientation but has additional and unique characteristics.
PANEL QUESTION

How do you and/or your organizations view DEI and what steps, activities or efforts are being undertaken?
Are there differences between K12 and postsecondary? We may be aware of certain state and provincial laws and policies, are they all different? How does the role of the ‘parent’ change between sectors?
Let’s drill down on this topic a bit more. How are organizations preparing and/or responding to the needs of customers, students, learners? Are there examples you can share?
Is the right data being collected? Has data management become more complicated in adhering to privacy and security when passing data along or reporting data via mandate? What trends do you see?
Q & A
Thank you!