

Understanding the Impacts of Diversity, Equity and Inclusion

Presented to:
Saginaw Chamber of Commerce
Thursday, October 7 , 2021



Diversity, Equity, Inclusion and Access



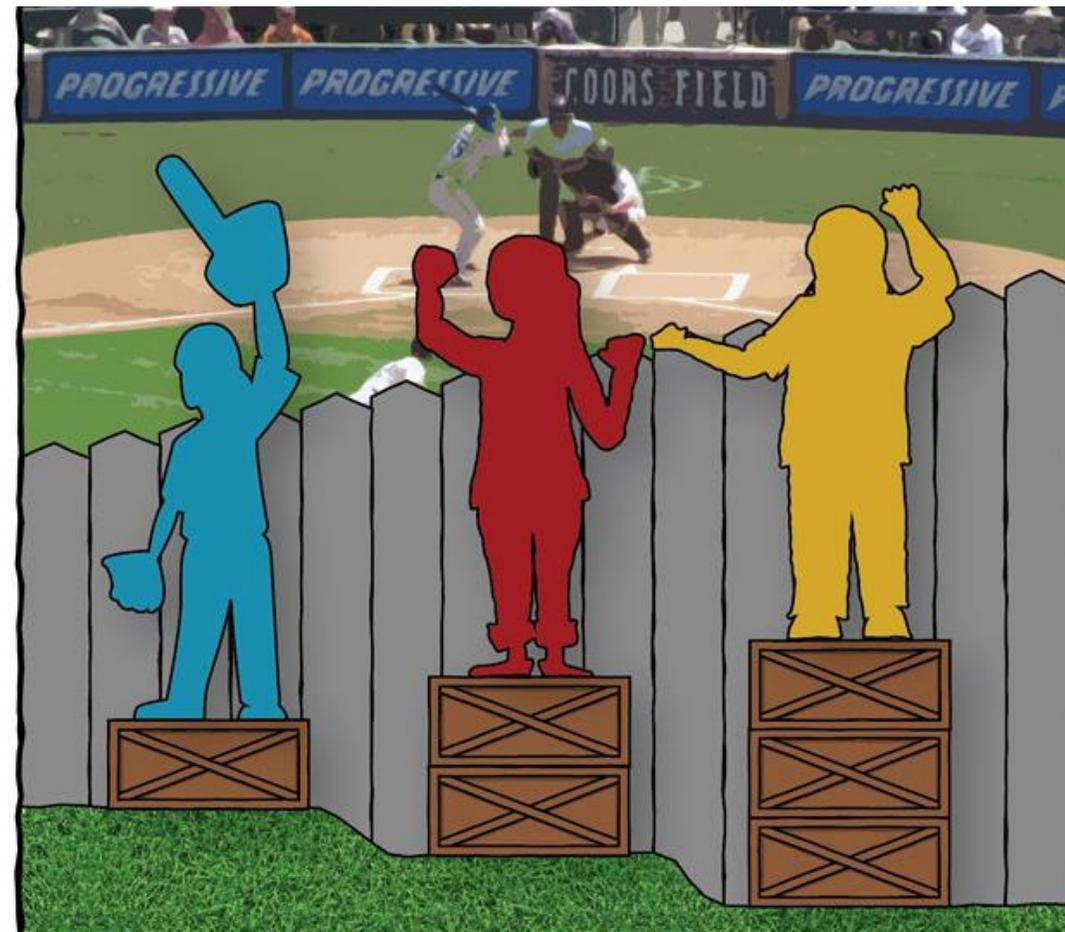
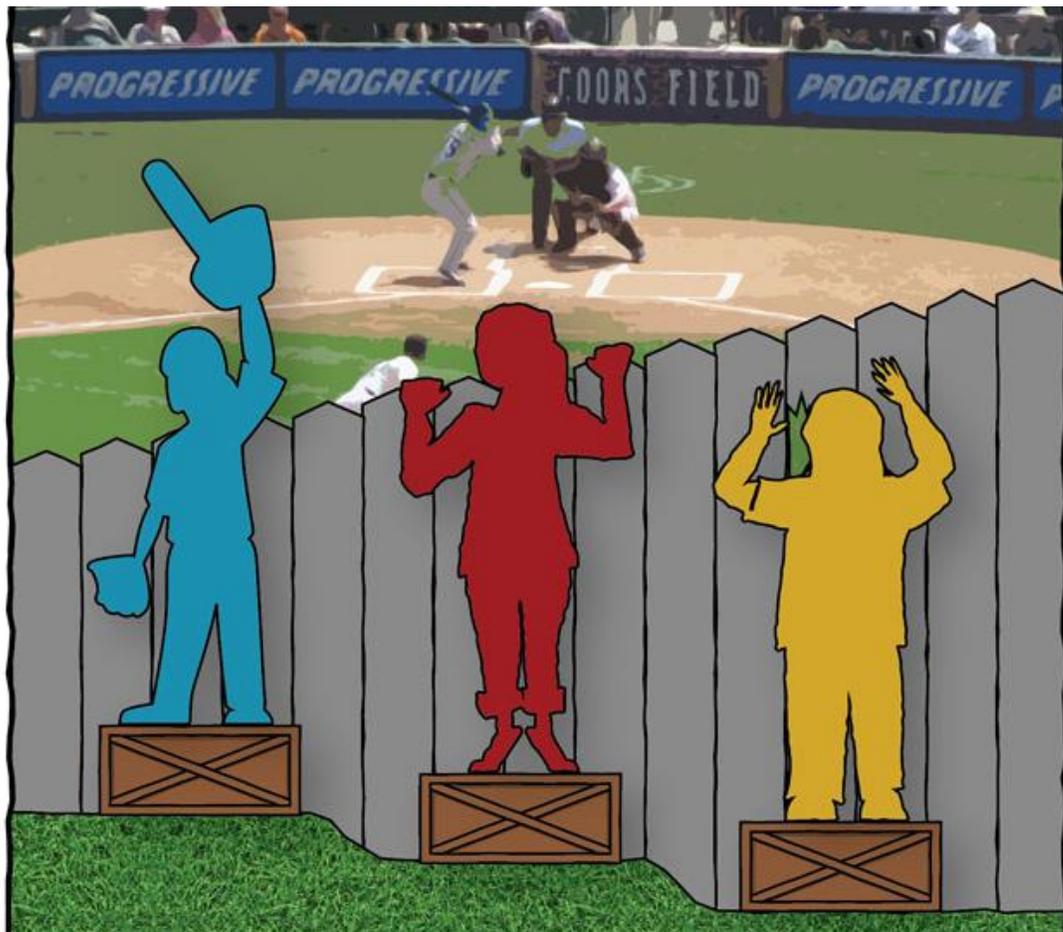
Diversity....

Means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientations, socio-economics status, age physical abilities, religious beliefs, political beliefs and or other ideologies



Equity....

The quality of being fair and impartial in reference to justice according to natural law or right specifically freedom from bias or favoritism



Equality —vs- Equity

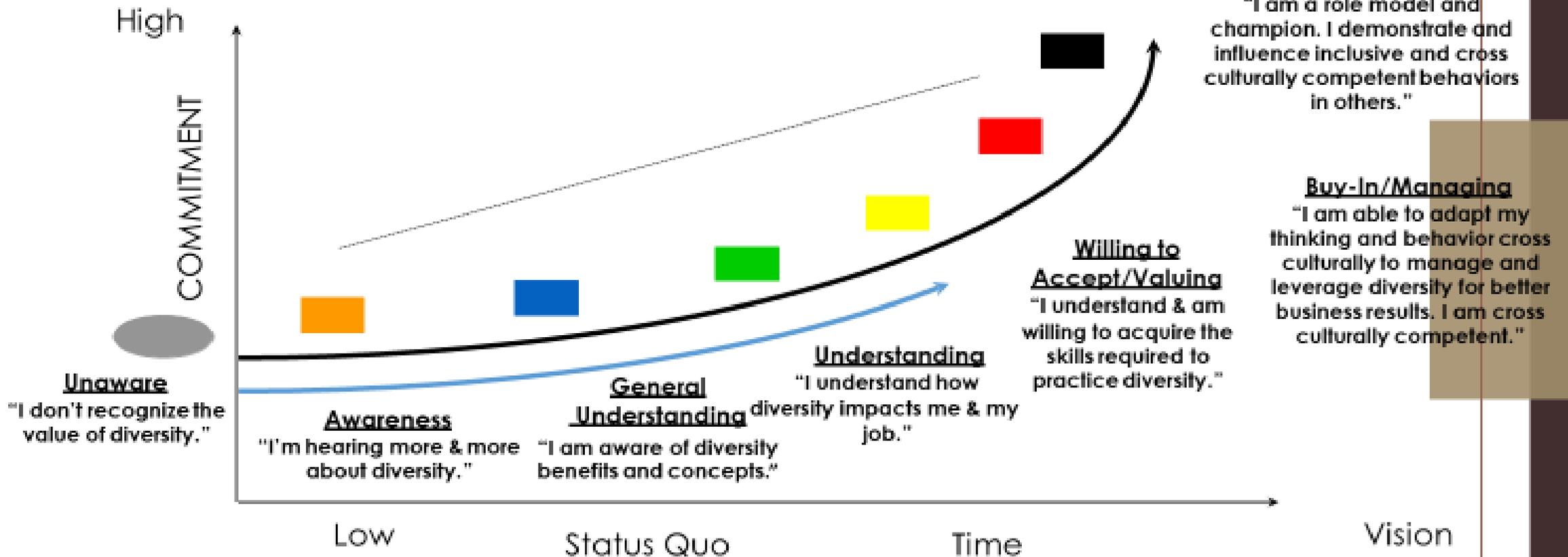


Inclusion.....

The act or state of including or of being included within a group or structure

- A person or thing that is included within a larger group or structure
- A body or particle recognizably distinct from the substance in which it is embedded

Evolution of D&I: "The Journey Towards Inclusion"



Source: Henry Ford Hospital 2012

The 54 Components of DEI

- **Women**
- **Veterans**
- **LGBT+Q**
- **Transgender**
- **Succession Planning**
- **Dis (Abilities)**
- **Healthcare**
- **Multicultural Education**
- **Cultural Competency**
- **Executive Leadership**
- **Unconscious Bias**
- **Harassment**
- **Diversity Recruitment**
- **HR Pipeline Development**
- **ERG/BRG Development**
- **Sustainability**
- **Corporate Responsibility**
- **Social Responsibility**
- **Generational Divide/Gap**
- **Equity**
- **Corporate Messaging and Mission**
- **Mental Health**
- **Self Identifying**
- **Reverse Mentorship**
- **Millennials**
- **Next Generation (Gen Z)**
- **Ageism**
- **External Sustainability (Client Services)**
- **Micro Aggressions**
- **Macro Aggressions**
- **Global Diversity**
- **Advocacy**
- **Pay Equity**
- **Employee Engagement**
- **Metrics/Measuring**
- **Scorecards**
- **Indexing**
- **Organizational Cultural Change**
- **Stereotypes**
- **Intersectionality**
- **Training and Development**
- **EEOC**
- **Affirmative Action**
- **Privilege**
- **White Men as Allies**
- **Marketing and Imagery**
- **Inclusive Leadership (C-Suite)**
- **Law/Legal/General Corporate Counsel**



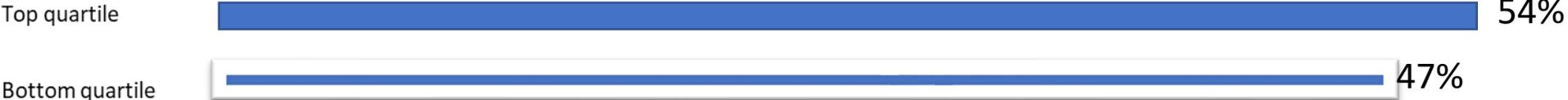
Financial performance above national median

Ethnic Diversity



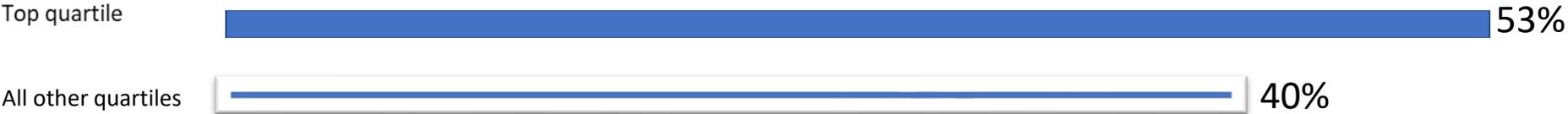
+25%

Gender Diversity

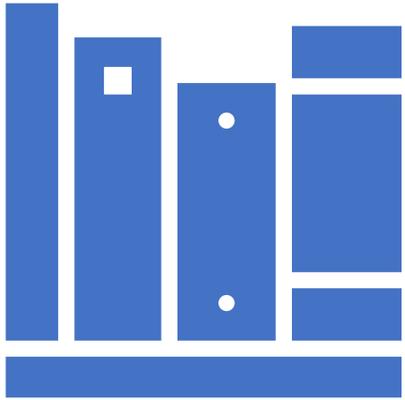


+15%

Ethnic and Gender Diversity combined



+35%



DEI Training

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