



Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.

(Kofi Annan)

How Does It Relate to the Workplace?

Is Your Company Diversely Aware?

(Work Stories-Personal Accounts-Diversity Facts)

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How are Diversity and Inclusion Defined in the Workplace?

“Diversity in the workplace indicates that the company itself hires employees of diverse backgrounds that reflect the various cultures that currently exist in society.”

“Inclusion is a successful mission to combine equality of treatment; fairness in judgements, and respect for differences, within a corporate structure, agency or organization.”



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The Statistics



Up to 77% of companies have policies that support working women

Only 20% of C-suite roles are held by women

The percentage of trans adults — an umbrella term used to describe those whose gender does not match with the sex they were assigned at birth — has doubled in the last 10 years from 0.3 percent to 0.6 percent.

-Williams Institute, UCLA

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Is Your Work Environment Diverse and Inclusive?



LOOK AT THE STAFF



LOOK AT THE COMPANY VALUES



LOOK AT THE SUPPORT SYSTEM



LOOK AT THE COMPANY EVENTS



LOOK AT THE COMPANY GOALS



TALK TO FRIENDS WHO WORK AT THE COMPANY

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The Values

Look at the company values and priorities to see if they are diverse or promote inclusivity. If the mission of the company aligns with a diverse agenda and demonstrates the importance of respecting differences within the organization there is a good chance the company is 'Diversity & Inclusion' conscious.

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What are the Effects of a Non-Diverse Non-Inclusive Workplace?



Disgruntled or Unsatisfied
Employees



High Turnover Rate



Loss in Communication with
Employees

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Let's Review

- Disabilities come in all forms, but are not always visible. You can never identify a disability by the way someone looks
- Having people with a physical or mental disability on staff brings unique perspective to work life
- People with disabilities are one of the nation's largest minority groups, but a small percentage of people with disabilities are participating in the workforce

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