



# Diversity: What's in it for me? GAIE Conference

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# Understanding Inclusivity

“Diversity is about all of us, and about us having to figure out how to walk through this world together. “

Jacqueline Woodson

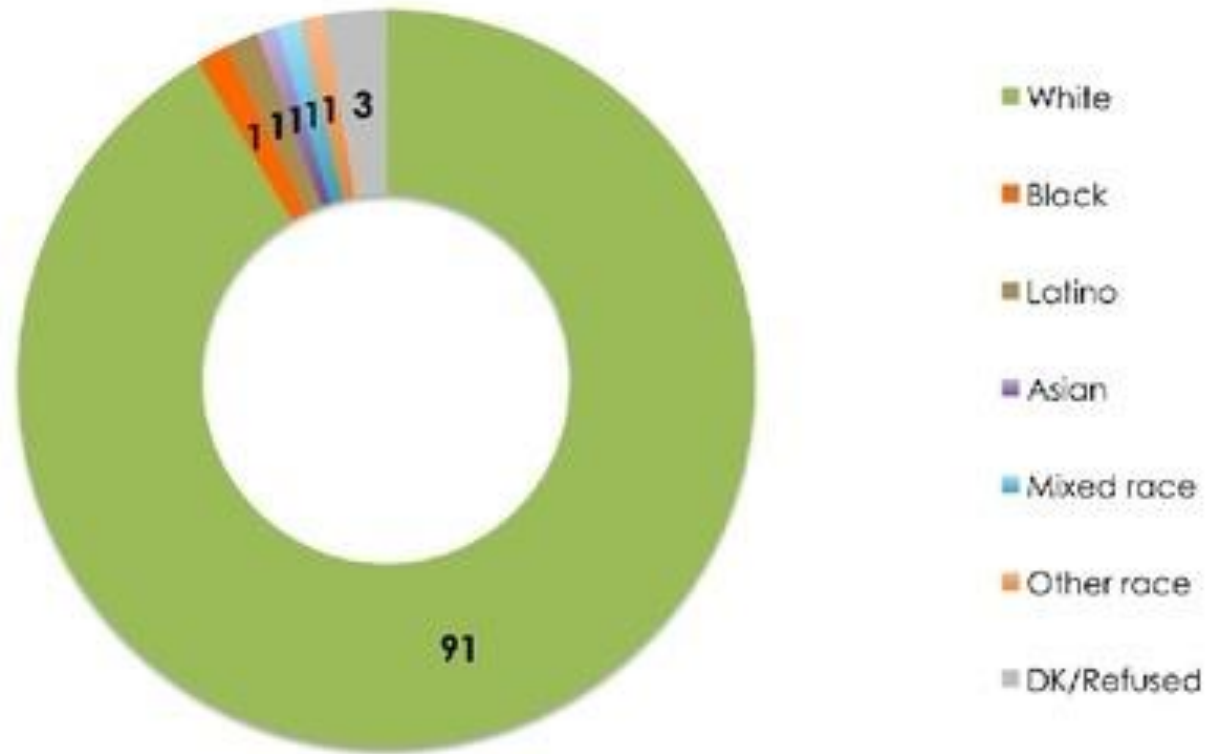
# The Changing Faces in America

<https://www.youtube.com/watch?v=ehtoDBtvB6A&noredirect=1>

# White Majority Gone in U.S. by 2043



# The Social Networks of White Americans



# What can you do to have a more inclusive social circle?

## From Social Bonds to Social Bridges



# Diverse and Dynamic

**“Diversity in the world is a basic characteristic of human society, and also the key condition for a lively and dynamic world as we see today.”**

# Diversity and Ethnicity

Which non-majority group is growing the fastest?



Asian Americans -  
3.4% , 21 Million in  
America



# Diversity and Ethnicity

**“Which Group is  
Growing the Largest?”**

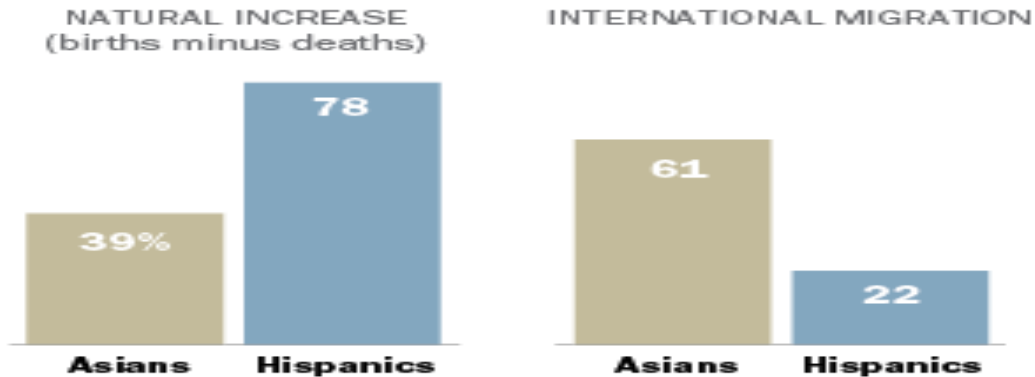


**Hispanics  
55 Million**

# Growth for Different Reason U.S. Growth

## Hispanic Population Growth Fueled Mainly by U.S. Births; Asians by Migration

*Percent of total population change from 2012 to 2013 accounted for by ...*



Note: Asians include mixed-race populations, regardless of Hispanic origin.

Source: U.S. Census Bureau 2013 population estimates

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# Race/Ethnicity in the U.S.

Over half of African American Population reside in the South



80% of Non-Hispanic Whites live in the Midwest

# Diversity and Veterans

**“How Many Veterans  
in the United States?”**

**54 Million (19%)**

# Diversity and Religion

**“How many religions practiced in the U.S.?”**

**313 Religions**

# Diversity and Religion

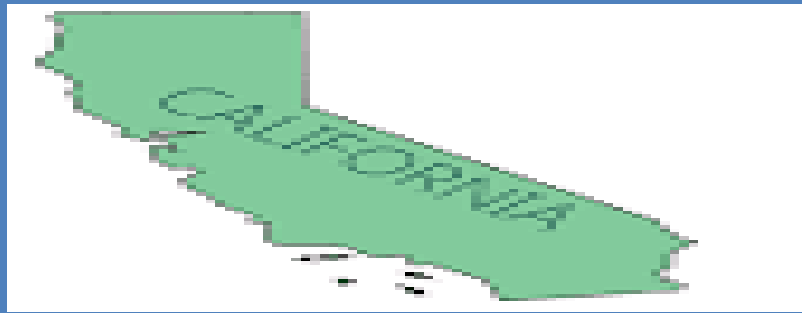
**Christianity is  
Shrinking**



**Islam is Growing  
1.6 Billion**

# Diversity and LGBTQIA

**More than 9 Million  
identify in the U.S.**



# ROI of Diversity

[https://www.youtube.com/watch?v=4YJ\\_WqWGoPk](https://www.youtube.com/watch?v=4YJ_WqWGoPk)



# Diversity ROI

Talent \* Diversity =  
Productivity



Talk \* Diversity = Social  
Capital



Faith or Hope + Work \*  
Diversity = Change

# Barriers to Increasing ROI

Communication



Resistance to Change

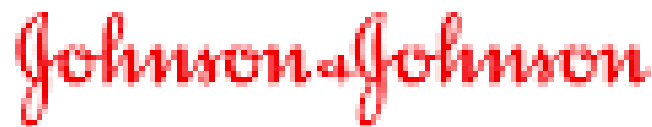


Implementation



Successful Management

# Diversity Statements



# Diversity Statement – Coca-Cola

The Coca-Cola Company's global diversity mission is to mirror the rich diversity of the marketplace we serve and be recognized for our leadership in Diversity, Inclusion and Fairness in all aspects of our business, including Workplace, Marketplace, Supplier and Community, enhancing the Company's social license to operate. Diversity is at the heart of our business.



One measurement of our commitment to diversity is how we are seen in the eyes of others. Human Rights Campaign Best Place to Work for LGBT Equality (November 2014) For nine consecutive years, we have received a top rating of 100 percent from the Human Rights Campaign for our performance regarding workplace policies for lesbian, gay, bisexual and transgender associates.

# Diversity Statement – Home Depot

However, it's not enough for us to simply hire diverse talent. We also cultivate a culture where associates want to stay with The Home Depot and have opportunities to grow their career with us. Overall, an inclusive and respectful environment means all associates can bring their whole selves to work. This philosophy is the foundation for our continued efforts to promote associate engagement, as well as gain a better understanding of our customers and the communities we serve.

# Diversity Statement – Delta Airlines

**The global marketplace requires an innovative, inclusive workforce for business growth. Global diversity must be valued, respected and leveraged to achieve excellence required for success.**

# Diversity Statement – CIA

Excellence in foreign intelligence demands broad perspectives, both in our understanding of a complex world and in our approach to challenges and opportunities. Broad perspectives come from diversity in thought, ethnicities, backgrounds, and experiences. Embracing and leveraging diversity through an inclusive culture fosters innovation, new ideas, and new insights which is at the heart of what we are charged to do and is what will drive mission success.”

# Diversity Statement – Kellogg

We believe diversity and inclusion are essential to living our values, achieving our business goals and building a stronger Kellogg.



In an increasingly competitive global marketplace, we can only succeed when we attract and retain the best talent and when our employees reflect the diversity of our consumers.



# Reasons for Diverse Workforce

Leverage Talents and Experiences



Greater variety of solutions



Broader service range



More effective execution



Increased Adaptability

# Reasons for Diversity in Front of the Classroom

Diverse Course Content & Scholarly Ideas



Diverse Readings, Curricular, Teaching Methods



Broader Range of Experiences



Reduced Discrimination Lawsuits



Increased Effectiveness for School

# Diversity- What's in it for me?

Increased Adaptability



Greater Marketability



Enhanced Relationships



Effective Executive

# Diversity- What's in it for me?

Greater Awareness



Appreciation for Others



Creativity



Innovation

# Reciprocal Relationships

## **The Cold Within**

Six humans trapped by happenstance  
In bleak and bitter cold.  
Each one possessed a stick of wood  
Or so the story's told.  
Their dying fire in need of logs  
The first man held his back  
For of the faces round the fire  
He noticed one was black.  
The next man looking 'cross the way  
Saw one not of his church  
And couldn't bring himself to give  
The fire his stick of birch.  
The third one sat in tattered clothes.  
He gave his coat a hitch.  
Why should his log be put to use  
To warm the idle rich?  
The rich man just sat back and thought  
Of the wealth he had in store  
And how to keep what he had earned  
From the lazy shiftless poor.  
The black man's face bespoke revenge  
As the fire passed from his sight.  
For all he saw in his stick of wood  
Was a chance to spite the white.  
The last man of this forlorn group  
Did nought except for gain.  
Giving only to those who gave  
Was how he played the game.  
Their logs held tight in death's still hands  
Was proof of human sin.  
They didn't die from the cold without  
They died from the cold within.

# Questions

