

Being invited to the Party

Counting

The Mix

Being asked to Dance

Cultivating

Making the Mix Works



What is D&I?



INCLUSION

A STRATEGY TO LEVERAGE DIVERSITY. LEVERAGING DIVERSITY REQUIRES AN ENVIRONMENT WHERE PEOPLE FEEL HEARD AND SUPPORTED TO DO THEIR PERSONAL BEST. DIVERSITY ALWAYS EXISTS IN SOCIAL SYSTEMS. INCLUSION, ON THE OTHER HAND, MUST BE CREATED.

DIVERSITY

THE QUALITY OF BEING DIFFERENT OR UNIQUE AT THE INDIVIDUAL OR GROUP LEVEL. THIS INCLUDES WORK STYLE, PARENTAL STATUS, SEXUAL ORIENTATION, GENDER, GENDER IDENTITY, SKIN COLOR, LANGUAGE, AGE, MENTAL AND PHYSICAL ABILITIES — AND MORE. EVEN PEOPLE WHO APPEAR THE SAME ON THE OUTSIDE ARE DIFFERENT!