

Diversity and Inclusion

BUDGETING FOR OUTCOMES FY 2017

Office of Multicultural Affairs

What do we do?

Opening Activity

Take about 10 minutes to complete the questionnaire and we'll discuss the results . . .

By the end of this session you will . . .

- Know the difference between diversity and inclusion
- Know innovative ideas for promoting inclusion
- Know why inclusion is important
- Be able to integrate inclusiveness into your project planning
- Understand why it is important to bring inclusiveness to all projects
- Feel confident in how to improve the way you promote inclusion



Diversity vs. Inclusion

Diversity means all the ways we differ. Some of these differences we are born with and cannot change. Anything that makes us unique is part of this definition of diversity. **Inclusion involves bringing together and harnessing these diverse forces and resources, in a way that is beneficial.** Inclusion puts the concept and practice of diversity into action by **creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create value.** Organizations need both diversity and inclusion to be successful.

Diversity vs. Inclusion

Diversity = being invited to the party

Inclusion = being asked to dance while at the party

Think about it?

What actions is my organization/department taking to foster an inclusive work culture where uniqueness of beliefs, backgrounds, talents, capabilities, and ways of living are welcomed and leveraged for learning and informing better decisions?

City Government Internship

What was the problem?

- Heavy Recruitment
- Community Partnerships
- Large Applicant Pool
- Community-Involved Interviews
- Group Interviews
- Participant Feedback Improves Program



Outdoor Ambassadors

What was the problem?

- Heavy Recruitment
- Engaged Word of Mouth and Social Networks
- Goal-focused: Racial, Cultural, Gender and Language Diversity
- Excursions Based on Participant Interests
- Community Partnerships



ADA Improvements

What was the problem?

- Co-Production of Solutions/Services
- Engaged Word of Mouth and Social Networks
- Goal-focused: Make City Buildings More Accessible
- Community Leadership/Involvement
- Organization Partnerships



Small Group Discussion . . .

- What is the BFO project I'm proposing?
- How might it limit inclusiveness?
- How can it be crafted to become more inclusive?

Start. Stop. Continue . . .

Take a few minutes to complete this activity as it relates to your projects.