



WHATS IN AN ACRONYM? – AN INTRODUCTION TO DEIB



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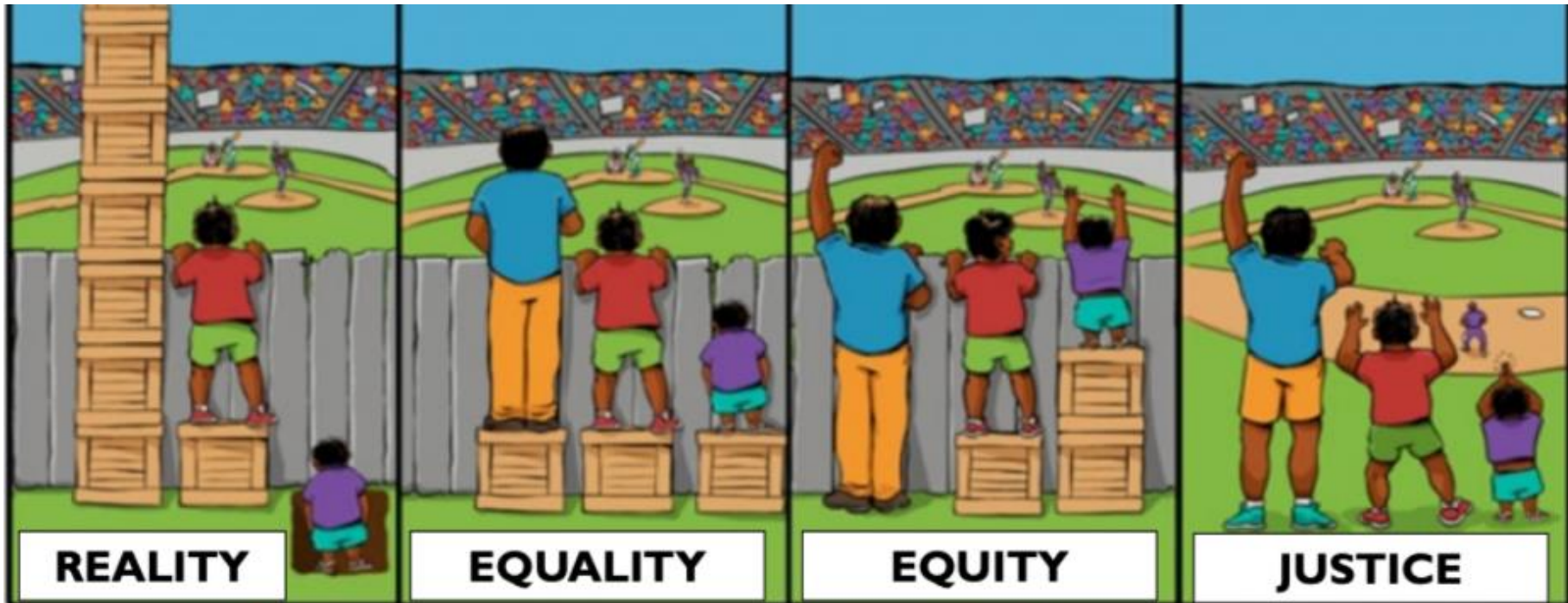
Defining DEIB

Volume 1- What is DEIB, JEDI, IDEA?



Diversity, Equity, Inclusion and Justice.

What do these things look like for you?



One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

Everyone gets the support they need, which produces equity.

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**.

DEIB

Diversity, Equity, Inclusion and Belonging

- **Diversity** is being invited to the dance
- **Inclusion** is being asked to dance
- **Belonging** is knowing they will play your song, you will have entertainment that you like and can identify with. Its knowing that you will attend this event and enjoy it. Its not having concerns that you will feel excluded at the event.
- **Equity** speaks to everyone having the opportunity to both attend and play a critical role in planning the event.



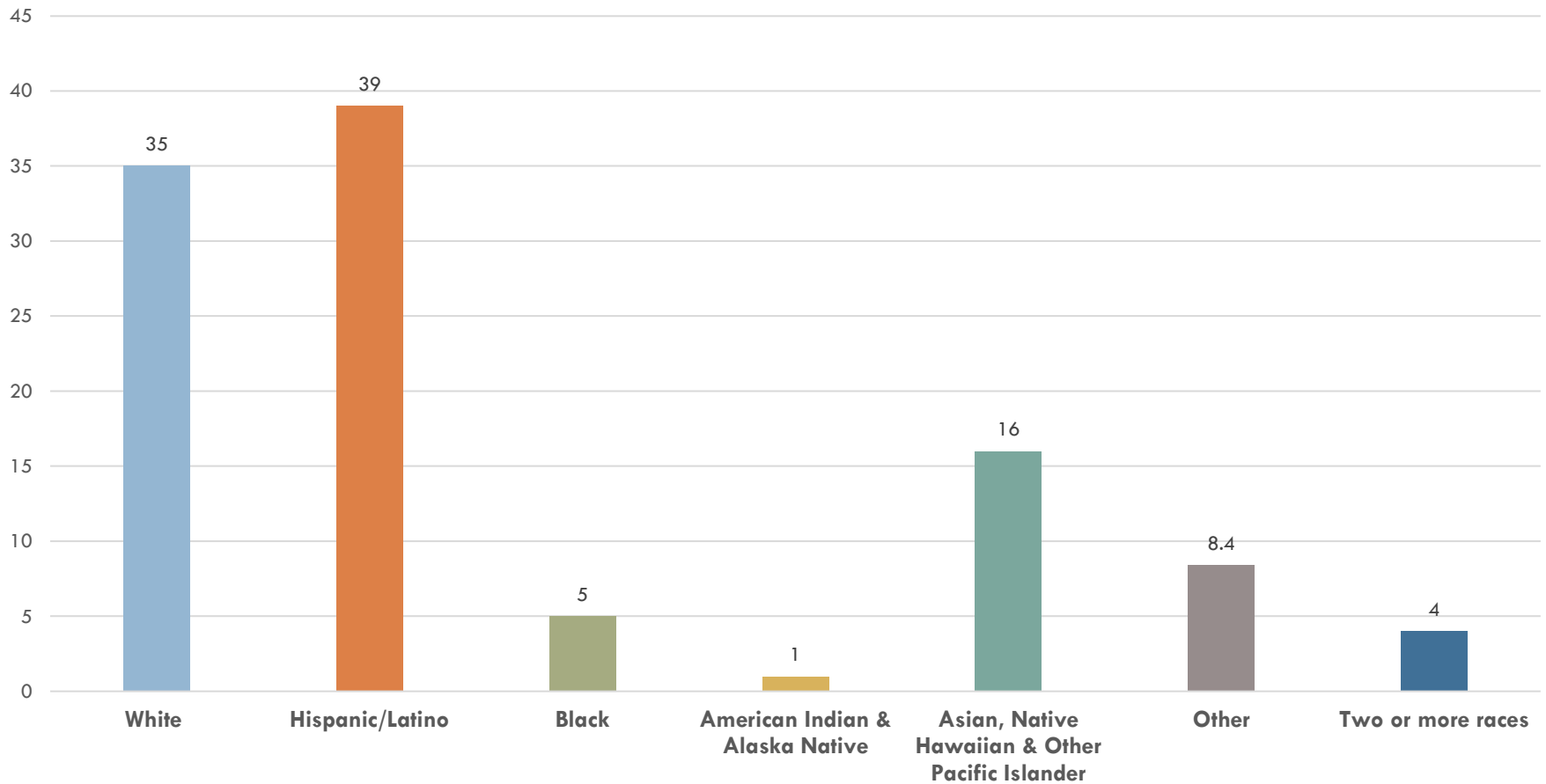
DEI Landscape

Volume 2- Let's do the numbers



DIVERSITY MATTERS

California Race and Ethnicity Statistics



California Diversity

- Census data indicates that by 2050, immigrants and children of immigrants will represent approximately 83% of the working-age population in the United States.
- While the white population remains the largest race or ethnicity group in the U.S., that population decreased by 8.6% in the last decade, while the multiracial population has increased by 276% since 2010 – from 9 million people to 34 million people today.

California Diversity Statistics

- 1 in 4 individuals have a disability in California
- Almost 1 in 10 Californians (9.1%) are members of the LGBTQ+ community, with 50% identifying as bisexual
- 1 in 5 Californians will be 65 or older by 2030
- 1 in 4 are foreign born
- 4% of Californians are Veterans
- 1 in 3 Californians are neurodivergent

DEIB Statistics

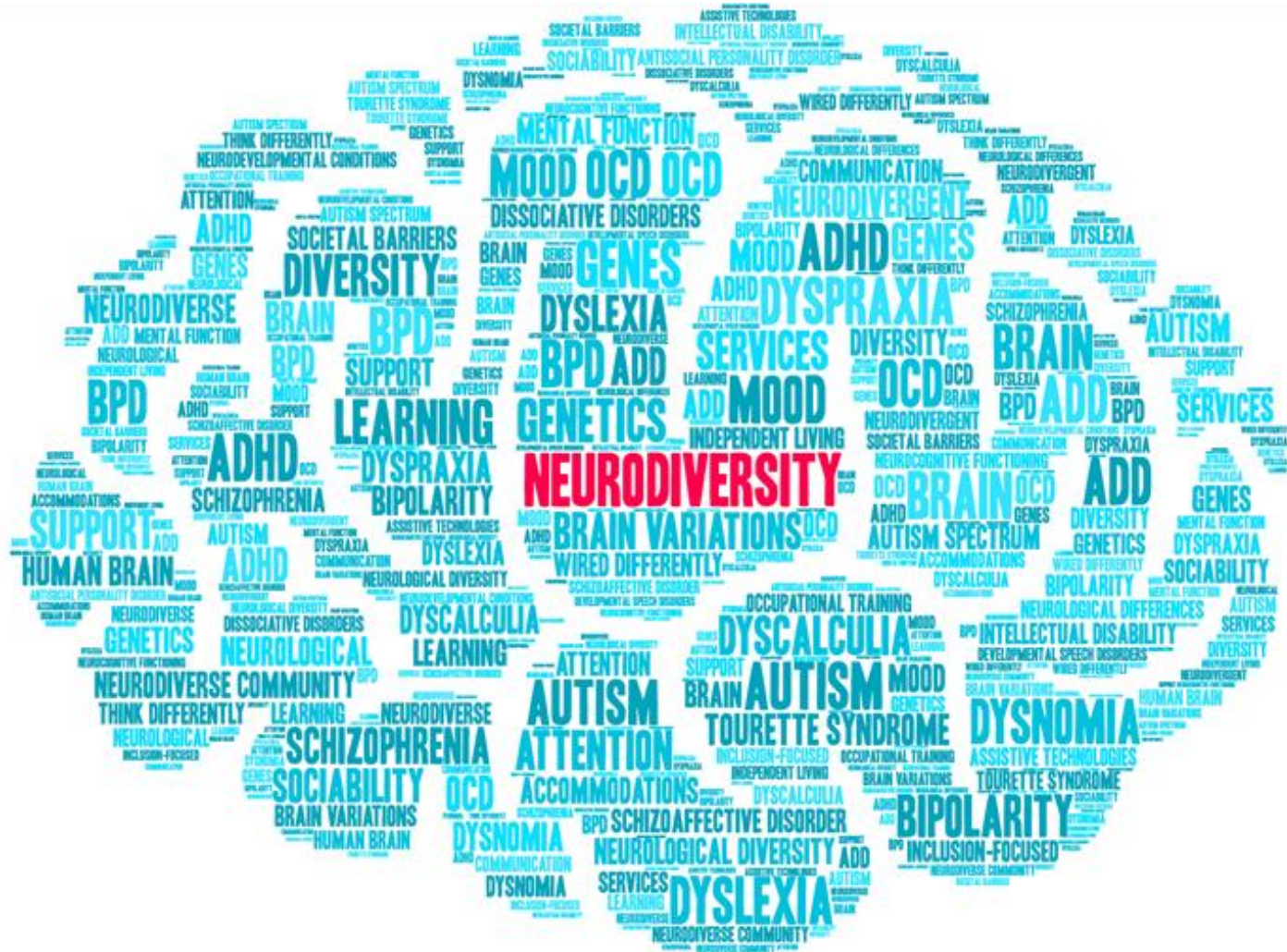
- A 2020 study found that between 1999 and 2019, Black employees grew by 26%,
- Hispanic employees grew by 98.1%, and female employees grew by 18.5%.
- The Census Bureau is forecasting that by 2050 there will be no racial or ethnic majority in the United States.
- The data is clear, change is not coming its already here!!!! And its here to stay.
- So what are the ramifications for businesses in general and specifically those here in the San Joaquin Valley?
- Why is DEIB, JEDI or IDEA important what does it mean?

DEI Landscape

Volume 3- What are the specific areas of DEIB?



Neurodiversity



Neurodiversity

- The term neurodiversity, coined by Sociologist Judy Singer in 1996- 1998, first sought to celebrate the differences of the mind.
- Neurodiversity is, according to activist Nick Walker, "the diversity of human brains and minds – the infinite variation in neurocognitive functioning within our species."
- Neurodiverse conditions include ADHD, autism, dyspraxia, dyslexia, dyscalculia, dysgraphia, and Tourette syndrome.

Ableism

- More than 50 million Americans have a disability; 88% of which are not visible. Which means the average person has no idea if the person next to them has a disability or not.
- In California 1 in 4 individuals have a disability.
- Is your company adequately equipped to service customers with disabilities?

Dimensions of Difference

- ❑ Nationality
- ❑ State
- ❑ Department
- ❑ Experience
- ❑ Authority
- ❑ Hierarchy
- ❑ First Language
- ❑ Technical Background
- ❑ Educational Background
- ❑ Gender
- ❑ Race
- ❑ Ethnicity
- ❑ Differently abled
- ❑ Income
- ❑ Sexual Orientation
- ❑ Neurodiversity
- ❑ Age
- ❑ Socioeconomic Background/Class

DEI Landscape

Volume 4- Why is DEIB important?



Importance of DEIB to businesses

- A diverse economy is a strong economy. Businesses that embrace our nation's changing demographics reap the economic benefits of a diverse and inclusive workforce.
- Businesses that recruit from a diverse workforce are better able to find the best and the brightest talent needed to compete in an increasingly competitive economy.

Importance of DEIB to businesses

- By bringing together our different backgrounds, skills, and experiences, businesses are better able to breed the type of innovative and creative solutions needed to succeed in an increasingly competitive economy.
- Businesses that embrace diversity also realize significant increases in workforce productivity and job performance.
- More broadly, a diverse workforce drives economic growth, as more women, racial and ethnic minorities, and gay and transgender individuals enter the workforce.

□

The details are in the numbers

- Companies with racially and ethnically diverse leadership and executive teams have a 35% higher likelihood of financially outperforming companies with little or no diversity.
- Companies with greater gender diversity perform 15 to 21% better than companies with little or no gender diversity among staff members.
- A diverse workforce is a priority for 67% of job seekers when deciding where to work
- 50% of American employees want their company to invest more effort into promoting diversity and inclusion in the workplace.
- **Inclusive** teams make better business decisions up to 87% of the time.
- And decisions made and executed by diverse teams delivered 60% better results.

Now we have mastered DEIB lets move to inclusion

- Now that we have made the case for a more diverse workforce and we have hired diverse employees. How do we irradicate bias and how do we build more inclusive work cultures?
- How to we audit ourselves for bias and how do we create guardrails against bias for our employees?
- Why is it important to train our employees about bias and to educate our employees on how pervasive bias is in our workplace?
- We need to focus efforts on creating environments where bias cannot thrive and inclusion is the norm.

DEIB to Inclusion



Intentionality: the fact of being deliberate or purposive.

If you don't intentionally include you will unintentionally exclude.

