



Why Diversity, Equity and Inclusion Matters: Living Our Values

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What Are DEI Values?

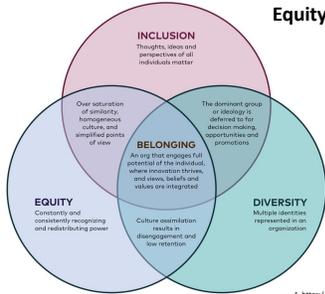
Equity, Inclusion, and Dignity for all

What does diversity mean as a value?

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What is the point of Diversity, Equity and Inclusion (DEI)?



INCLUSION
Thoughts, ideas and perspectives of all individuals matter

BELONGING
An org that engages full potential of the individual, where resources, values, and views, beliefs and values are integrated

EQUITY
Consistently recognizing and redistributing power

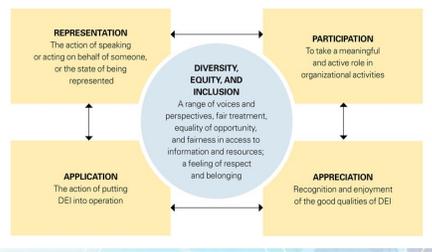
DIVERSITY
Multiple identities represented in an organization

1. <https://www.zagme.org/what-we-do/diversity-equity-and-inclusion/ACMG-DEI-Matters/>

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FOUR CORE VALUES OF DIVERSITY, EQUITY, AND INCLUSION

Organizations that devote attention to all four values rather than one or two see higher rates of employee satisfaction.



REPRESENTATION
The action of speaking or acting on behalf of someone, or the state of being represented

PARTICIPATION
To take a meaningful and active role in organizational activities

DIVERSITY, EQUITY, AND INCLUSION
A range of voices and perspectives, fair treatment, equality of opportunity, and fairness in access to information and resources; a feeling of respect and belonging

APPLICATION
The action of putting DEI into operation

APPRECIATION
Recognition and enjoyment of the good qualities of DEI

2. DEI Leadership in Psychology research, revised guideline Volume 4, Cassidy 20 March 2021
Encouragement to support diversity, equity, and inclusion leadership should not be perceived, structural and anti-inclusion practices. <https://onlinelibrary.wiley.com/doi/10.1002/psl.22734>

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7 Pillars of Diversity, Equity and Inclusion

ACCESS ATTITUDE CHOICE PARTNERSHIPS COMMUNICATION POLICY OPPORTUNITIES

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ACCESS
Access explores the importance of a welcoming environment and the habits that create it.

ATTITUDE
Attitude looks at how willing people are to embrace inclusion and diversity and to take meaningful action.

CHOICE
Choice is all about finding out what options people want and how they want to get involved.

PARTNERSHIPS
Partnerships looks at how individual and organizational relationships are formed and how effective they are.

COMMUNICATION
Communication examines the way we let people know about the options to get involved and about the culture.

POLICY
Policy considers how an organization commits to and takes responsibility for inclusion.

OPPORTUNITIES
Opportunity explores what options are available for people from disadvantaged backgrounds.

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