



## Diversity, Equity and Inclusion

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Next Level Exchange***

The subject of Diversity, Equity, and Inclusion may make people a little uncomfortable; however, it is imperative, as uncomfortable as it may be. Diversity, Equity, and Inclusion profoundly affect so many people. Your clients are talking about it, and your candidates are talking about it; therefore, so should we.

In this presentation, Stacy Napoles will share definitions of Diversity, Equity, Inclusion, business cases, and how they can positively affect your business.

### **Meeting: "Diversity, Equity, and Inclusion" by Stacy Napoles**

**If you are reviewing this Episode with a team, watch the entire Episode and ask your group for their key takeaways and insights. Review the below to fill in the gaps.**

**(Facilitator):** Why is DE&I so important to our business? Research shows that organizations that pay attention to diversity and make a consciences effort to keep it on the priority list perform better.

#### **Diversity & Inclusion**

Diversity recognizes we are all different, unique, individual pieces, and Inclusion puts value on those differences and makes all the pieces fit together.

**What will you and your organization do to ensure everyone has a place at the table?**

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#### **Equity**

Individuals are given different levels of support to have equal access to resources. Some people need more help than others. Don't get this confused with equality. Equality means everyone is treated the same, and they all get the same amount of support.



In this first image, it is assumed that everyone benefits from the same support. They are being treated **equally**.



Individuals are given different support to make it possible for them to have equal access to the view. They are being treated **equitably**.



All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been **removed**.

**(Facilitator):** Companies with inclusive cultures simply perform better. Now, here's the trick, it doesn't magically happen. We have to be purposeful in creating a diverse environment because our instinct is to lean toward what makes us most comfortable. If you want your organization to evolve, diversifying your team can be effective. What initiatives will you take to diversify your team in the next 12 months?

**Initiative #1:** \_\_\_\_\_

**How will you accomplish this initiative?**

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**By when?** \_\_\_\_\_



Initiative #2: \_\_\_\_\_

How will you accomplish this initiative?

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By when? \_\_\_\_\_

### Unconscious Biases

**(Facilitator):** Unconscious biases, also known as implicit biases, are the underlying attitudes and stereotypes that people unconsciously attribute to another person or group that affect how they understand and engage with a person or group.

We all have biases, and these biases drive decisions whether you realize it or not.

Try this activity:

- Fill in the first blank with some common identifier, such as gender, race, religion, or age.
- Fill in the second blank with a common stereotype about that group that is NOT true of you (whether the stereotype is positive or negative).
- Create three "I am, but I am NOT" statements.

I am \_\_\_\_\_ but I am NOT \_\_\_\_\_.

I am \_\_\_\_\_ but I am NOT \_\_\_\_\_.

I am \_\_\_\_\_ but I am NOT \_\_\_\_\_.

Think about a time when someone projected one of those stereotypes on you even though that is not true. How did that make you feel?

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Now think about a time when you've done the same thing to someone else. Sometimes we believe what we "think" about a particular group of people based on our exposure to them, but we don't often look at the facts. Our perception drives our behavior, for example, how we interact and make assumptions about someone who looks different from us.

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### Microaggressions

**(Facilitator):** Microaggressions occur when people's biases against marginalized groups reveal themselves in a way that leaves their victims feeling uncomfortable or insulted. They are often rooted in what the other party perceives as a compliment or a lighthearted joke. Many times, they are not intentional. A crucial part of what makes them so problematic is that they happen casually, frequently, and often without any harm intended in everyday life.

You can think of microaggressions as implicit biases that come to life in our everyday interactions, such as "*You speak really good English,*" said to an Asian American, assuming English is not their first language.

### Interacting with Clients

Sometimes clients make requests that come from the intent of "diversifying" their office/team. They are rooted in good intentions. **For example –** "*We only want to hire a female for this role.*"

YOU are obligated to let your client know that you will submit all qualified candidates for their review, and they will all be put through the same hiring process.

Script out your response below if a client requests that you know, legally, you can't promise. What will you say?

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**(Facilitator):** To meet your client's needs, what are some things you can do to increase the likelihood that you will find the right match for your clients? Brainstorm a list below of ways you can cast a wider net for sourcing. List some tools, websites, job boards, etc., that you can utilize when sourcing candidates for a specific search.

TYPE	DESCRIPTION	ACTION
Membership Society	National Association of Women Sales Professionals	Post on their job board

Your firm's responsibility is to present all qualified candidates, period! The hiring decision lies with the client and is not the recruiter's responsibility.