



Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.

(Kofi Annan)

How Does It Relate to the Workplace?

Is Your Company Diversely Aware?

(Work Stories-Personal Accounts-Diversity Facts)

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How are Diversity and Inclusion Defined in the Workplace?

“Diversity in the workplace indicates that the company itself hires employees of diverse backgrounds that reflect the various cultures that currently exist in society.”

“Inclusion is a successful mission to combine equality of treatment; fairness in judgements, and respect for differences, within a corporate structure, agency or organization.”



The Statistics



Up to 77% of companies have policies that support working women

Only 20% of C-suite roles are held by women

The percentage of trans adults — an umbrella term used to describe those whose gender does not match with the sex they were assigned at birth — has doubled in the last 10 years from 0.3 percent to 0.6 percent.

-Williams Institute, UCLA

Definitions



Anatomical Sex: Sex (sometimes called biological sex, anatomical sex, or physical sex) is comprised of things like genitals, chromosomes, hormones, body hair, and more. But one thing it's not: gender.

Gender Identity: Your psychological sense of self. Who you, in your head, know yourself to be, based on how much you align (or don't align) with what you understand to be the options for gender.

Gender Expression: The ways you present gender, through your actions, clothing, demeanor, and more. Your outward-facing self, and how that's interpreted by others based on gender norms.

Is Your Work Environment Diverse and Inclusive?



LOOK AT THE STAFF



LOOK AT THE
COMPANY VALUES



LOOK AT THE SUPPORT
SYSTEM



LOOK AT THE
COMPANY EVENTS



LOOK AT THE
COMPANY GOALS

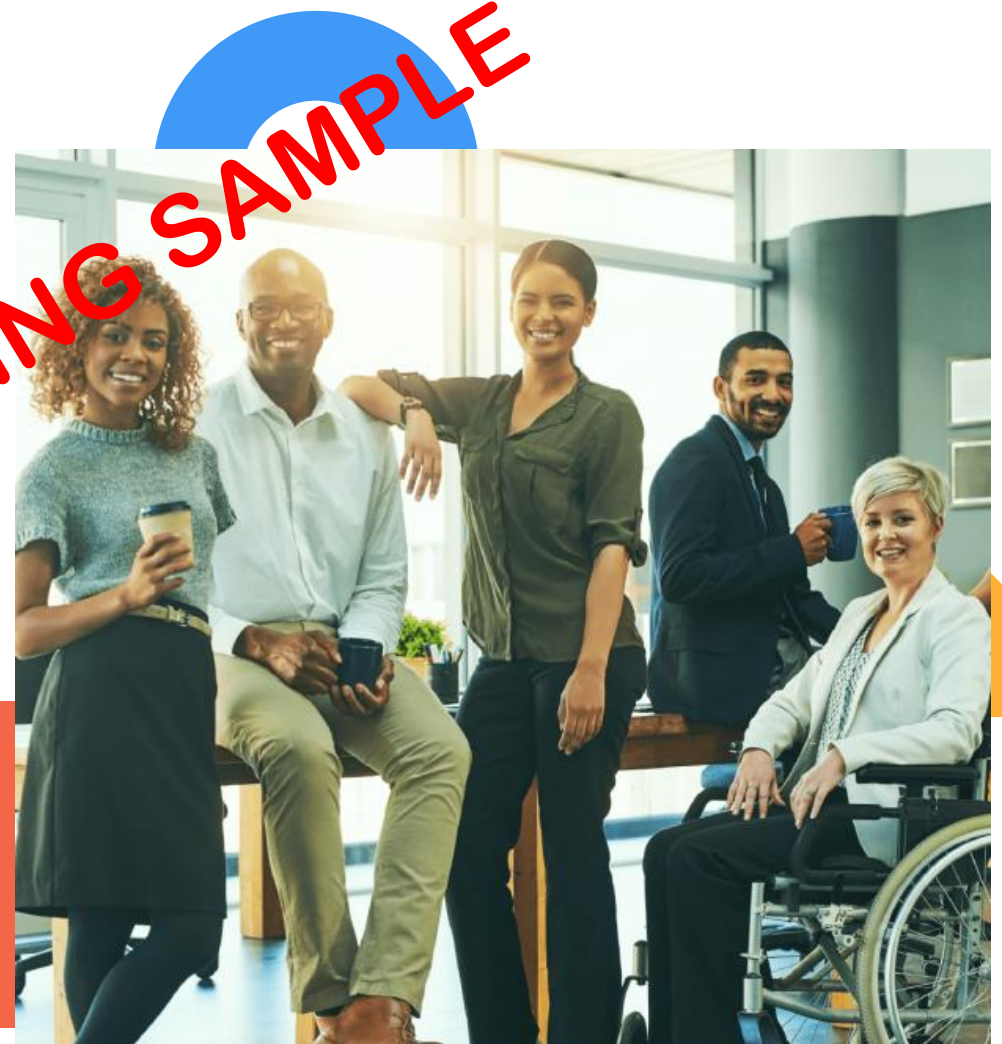


TALK TO FRIENDS WHO
WORK AT THE
COMPANY

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The Staff

Looking at the hired staff and employees is one of the best ways to gain an idea of how diverse a (your) company is. If you can visibly see differences in demographic, economic, and ethnic backgrounds then it is likely this company is inclusive, hires a diverse staff, and promotes the respective cultural differences in a positive way to share traditions and other colloquial traits.



The Values

Look at the company values and priorities to see if they are diverse or promote inclusivity. If the mission of the company aligns with a diverse agenda and demonstrates the importance of respecting differences within the organization there is a good chance the company is 'Diversity & Inclusion' conscious.

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The Support System

Are the facilities sufficiently designed and constructed to meet the needs of all employees? Also take a look and see if there are programs available to employees to help with any challenges or difficulties they may experience now or in the future.



The Events

The various events should reflect the various cultures inside the workforce. Events are a great way of seeing how diverse your company is. The types of festivities, speakers, and themes are an indicator of whether or not the company has a diverse influence.

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The Goals

See if the goals of the company match what your diversity goals are. If you can see a clear portfolio of diverse clients and services, the company is likely working to increase their awareness of a diverse customer and service base. This also includes an effort to market for a diverse demographic, socioeconomic and cultural clients.

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The Friends

Sometimes the best way to find out about a company is to just talk to the people who work there. Especially if you have friends or relatives with whom you communicate frequently.



What are the Effects of a Non-Diverse Non-Inclusive Workplace?



Disgruntled or Unsatisfied
Employees



High Turnover Rate



Loss in Communication with
Employees

What are the benefits of a diverse and inclusive workplace?



Increase in Innovation and Creativity



Enhanced Productivity



Improved Company Culture

Benefits of a diverse and inclusive workplace continued...



COMPANIES

Study included over 1700 companies...



COUNTRIES

Across 8 different countries...



INDUSTRIES

Over various industries and markets...

...DIVERSE COMPANIES PRODUCE 19% MORE REVENUE
-STUDY DONE BY THE BOSTON CONSULTING GROUP

Let's Review

- Disabilities come in all forms, but are not always visible. You can never identify a disability by the way someone looks
- Having people with a physical or mental disability on staff brings unique perspective to work life
- People with disabilities are one of the nation's largest minority groups, but a small percentage of people with disabilities are participating in the workforce

