

THE DIVERSITY BREAKTHROUGH

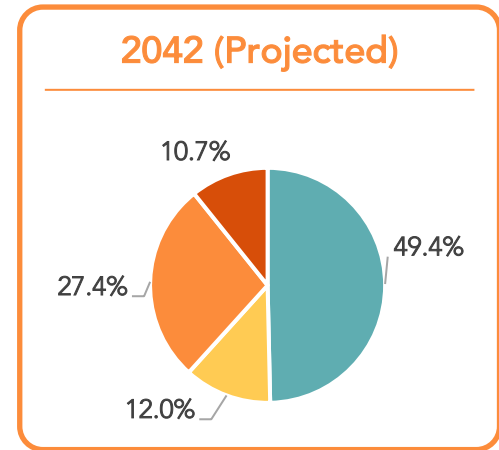
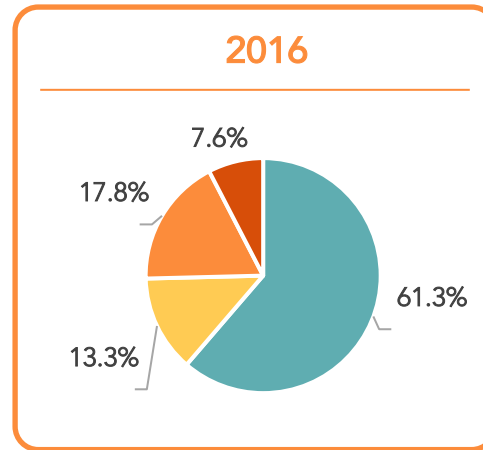
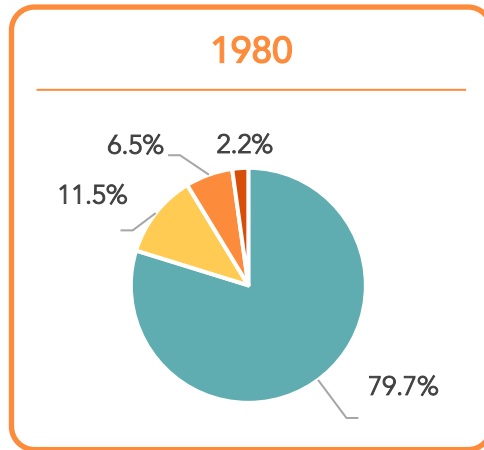
———— Mastering Inclusion in 20 Words or Less ————

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Culture Shift Team

Demographics

Total U.S. Population by Race

● White ● Black ● Latino ● Other



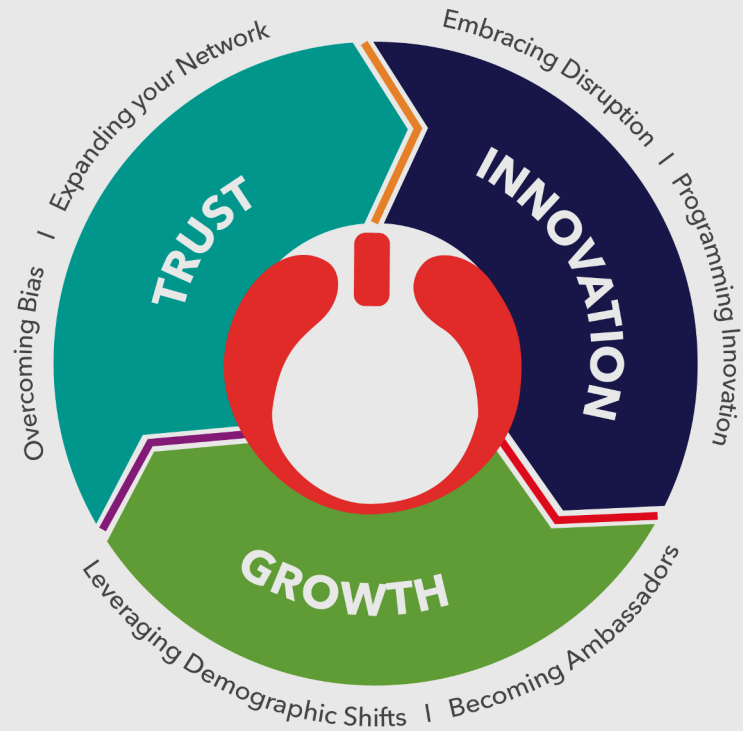
*According to the U.S. Census Bureau, "Population Estimates", December 21, 2011 other = Asian American & Pacific Islander, Native American and mixed race

MOTTO

“

Building
Trust,
Powering
Innovation,
Driving
Growth

”



Defining Terms

Diversity: Difference

Can include life experiences, learning style, work style, personality type, race, socio-economic status, class, gender identity, sexual orientation, country of origin, ability, traditions and perspectives, as well as cultural, political, religious, and other affiliations.

Inclusion:

The intentional act to include difference

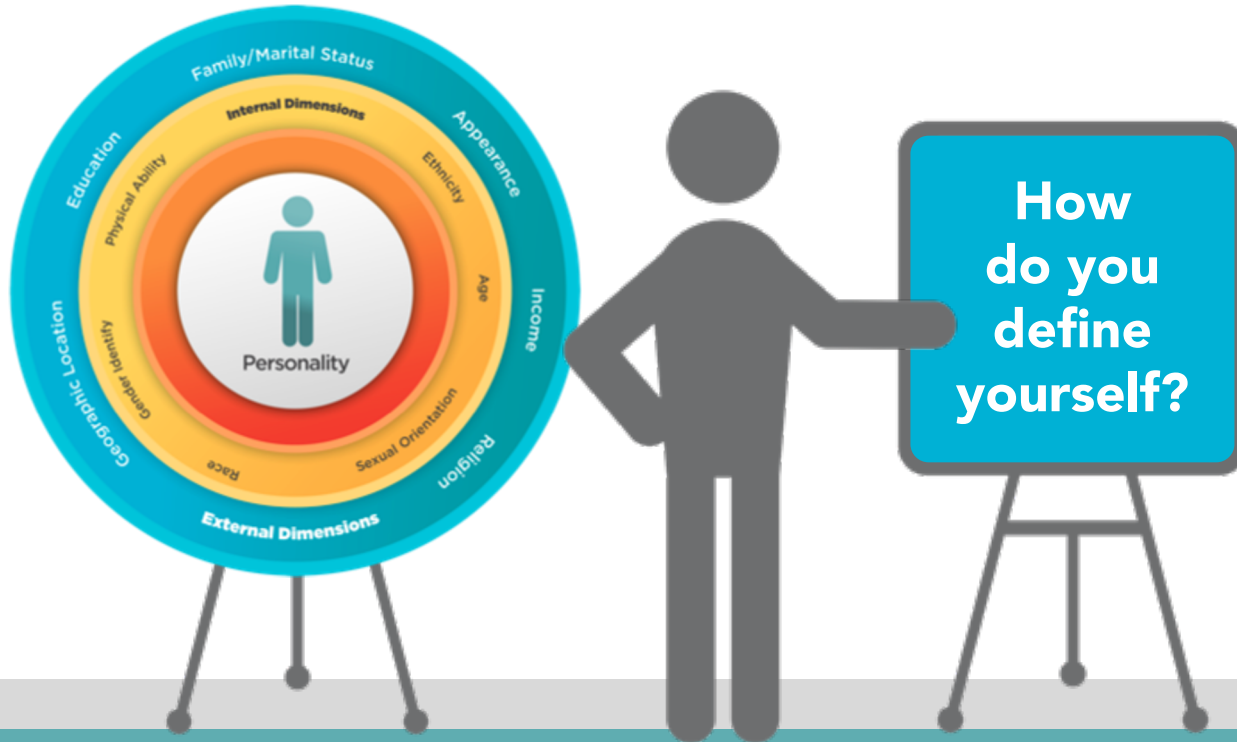
Creating environments in which any individual or group is welcomed, respected, supported, and valued, with opportunity to fully participate.

Equity:

Outcomes not determined by difference

Eliminating difference-based (race, gender, etc.) outcome gaps so that these differences do not predict one's success, improving outcomes for all. This approach centers on those who are historically marginalized and moves from a service-based approach toward focusing on policies, institutions and structures.

IDENTITY



MAJORITY



The **majority group** has to understand there is an entire world they do not have to worry about or engage with – that is what privilege is



The **minority** has to understand that in most cases the majority does not have an agenda against them. They have the luxury of never having to walk a day in the minority's shoes

“We think we see the world the way it is, when in fact we see the world the way we are.”

– Stephen R Covey

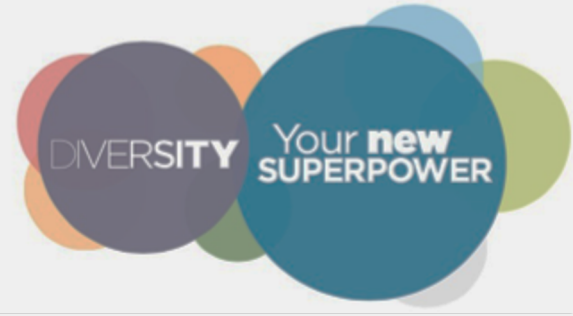


PLATINUM

“ Treat others the way
THEY
want to be treated ”



The
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Breakthrough



Culture Shift Team

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