



Respect in the Workplace Starts
With Me® Series

Understanding DEI in the Workplace: HR's Critical Role



Welcome to DEI in the Workplace

AGENDA



DEI in the
Workplace



Legal Framework



Erasing Organizational
Bias



Implementing DEI
Strategies



Your Role in
Workplace
Inclusion



Final Thoughts and
Q & A

The Value of Diversity...

Research shows that organizations that prioritize **Diversity** consistently outperform their peers.

- Organizations with higher **Gender Diversity** are 25% more likely to outperform their peers financially.
- Organizations with higher **Ethnic Diversity** are 36% more likely to outperform their peers financially.
- **Diverse Teams** make better decisions 87% of the time.





Small Group Discussions

What does diversity in the workplace mean to you?

Select a:
Note Taker
Facilitator
Reporter

Recognizing Differences in the Workplace

Legally Protected Differences in California

Race, color	Sex, gender (including pregnancy)	Disability, mental and physical
Sex orientation	Ancestry, national origin	Religion creed
Gender identity, expression	Age (40 and over)	Marital status
Genetic information	Medical condition	Military or veteran status
Political activities and affiliations	Victims of domestic violence, assault, stocking	Cannabis user

Is it ever okay to discriminate in the workplace?

Disparate Treatment vs Disparate Impact?

What is a BFOQ?



***Case Study:
Silicon Valley Tech Company
Unconscious Bias in Hiring***

From Bias to Discrimination

→ **Unchecked biases lead to discrimination in day-to-day workplace interactions**

→ **Educational Requirements Legal?**





Strategies for Effective DEI Initiatives

1. Clarify Intention
2. Use Data to Shift the Conversation
3. Understand the Issues
4. Identify Bias in Processes
5. Rebuild Processes with Objectivity
6. Build Accountability and Ongoing Assessment



***Your role in workplace
inclusion...***



Open floor for Questions and Sharing Insights.

Harvard Implicit Bias Test (IAT)

A Starting Point in the Discussion

The mission of Project Implicit is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities.

The test results can provide insight into one's implicit biases but are not definitive indicators of one's beliefs or behaviors. They are a starting point for reflection and self-awareness regarding unconscious preferences or stereotypes.