



Department of
Public Safety

DIVERSITY, EQUITY,
& INCLUSION

LET'S TALK ABOUT IT

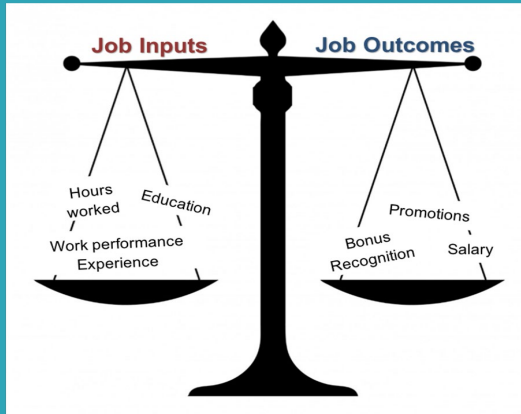
About me

- Valerie Gladden
- DEI Manager @ Department of Public Safety
- Over 10 years in Non-profit sector (social services, human resources, education, healthcare employment services)
- Over 20 years in Human Resources (training, recruitment, benefits, labor relations; supervision and individual contributor)
- Work experience within culturally diverse organizations
- BA from Capital University and MPA student at Franklin University

Let's Talk



DIVERSITY



EQUITY



INCLUSION

Purpose/Objectives Today

- Defining DEI
- Discuss why it matters
- Identify ways to be an ally
- Share how to incorporate



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

Definitions sourced from City of Portland Office of Equity and Human Rights, The Independent Sector, and UC Berkeley.

Source: *Inclusion by Design: Insights from Design Week Portland*; Gensler

Defining our environment

Diversity – an organization that is as diverse as the communities in which it exists and serves

Equity – freedom from bias or favoritism

Inclusion – a fair and respectful environment, equal access to opportunities and resources, and everyone can contribute fully

Why does diversity matter?



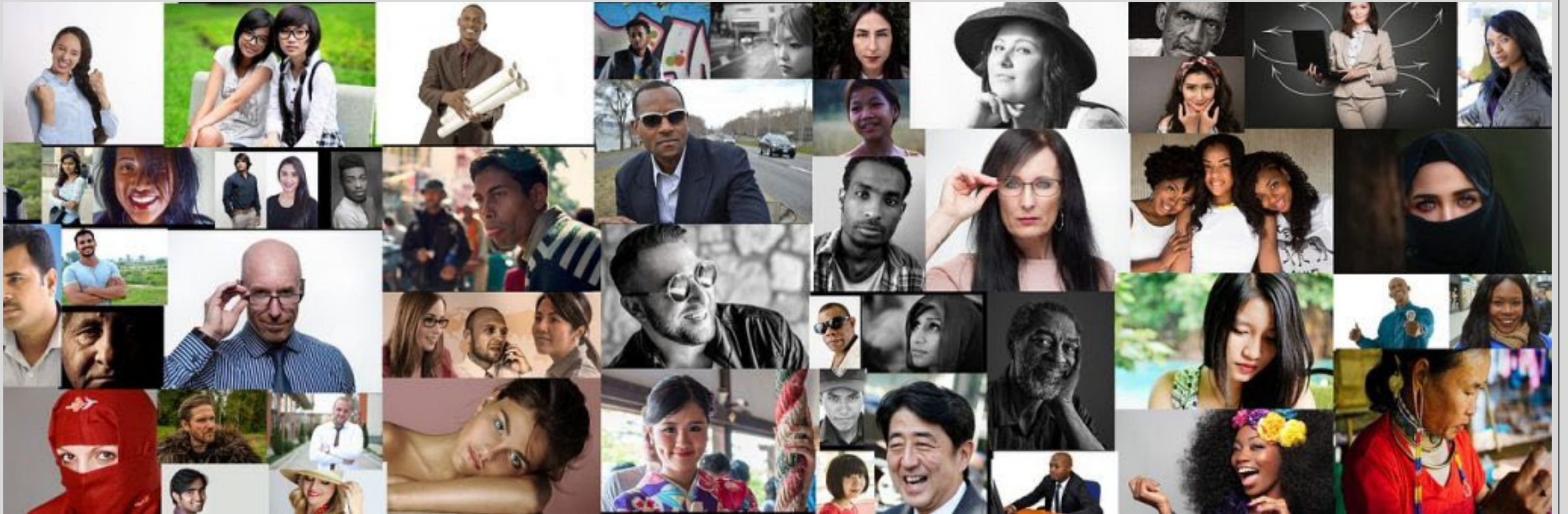
- It helps us learn from and about each other
- Its more than about race, religion, or other social dynamics
 - Helps bring us all together - best interest of all of us.

Benefits

- Opportunity for growth
- Provides awareness & education
- Promotes change & engagement
- Strengthens our community



Culture of Differences



Did you know?

20%

70%

71%

8.6 million registered motorcycles

414,401

43

88%

there's not just one type of motorcycle culture – it's an incredibly diverse hobby made from many different aspects and interest groups.

Community of Diversity

48% of Generation Z – identify as “non-white” (Built In)

Two or more races = Fastest growing racial/ethnic group (Built In)

Millennials are 83% more likely to be engaged at work at inclusive companies (Deloitte)

Diverse teams are 87% better at making decisions (people management)

2 out of 3 job seekers and workers prefer diverse companies/coworkers (glassdoor)

Gender diverse companies produce up to 41% higher revenue (clear company)



Allyship

Allyship?

It's intentional and proactive – words and behaviors in sync

Proactive actions

- Positively promoting the advancement of inclusion or an inclusive culture
- Leveraging ones power, influence, and privilege

Intentional processes

- Building relationships
- Accountability with trust and consistency
- Supporting and empowering

Becoming an Ally

Awareness

- Know your biases
- Acknowledge any privileges

Listen

- To whom you want to support
- Ask questions for clarity of understanding

Learn

- Enhance your cultural competence
- The history/experiences of others (race, gender, religion, etc.)
- Recognize what challenges your perceptions

Compassion

- Resist the “because we always have” approach.
- Be open-minded
- Objectively evaluate without judgement





DEI & You

Create a DEI statement

Involve your entire team

Be intentional

Start with communication

Focus on culture adds, not culture fits

What's your Diversity statement?



[This Photo](#) by Unknown Author is licensed under [CC BY-NC](#)

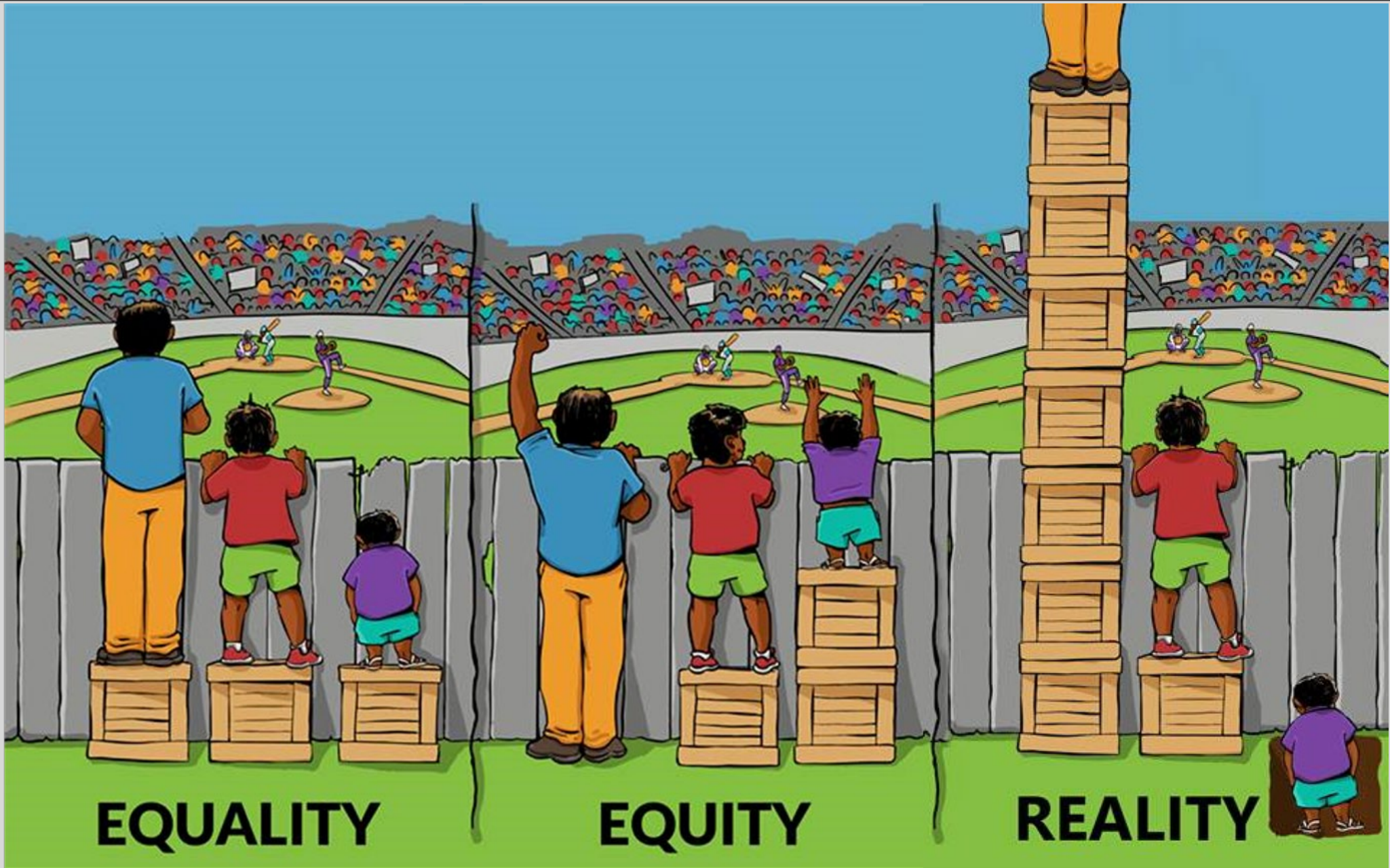
Be brief, positive, and specific

Diversity, Equity, & Inclusion

Diverse Backgrounds → Different Perspectives → Unified Results



To support an environment that fosters acceptance and empowers all to welcome, learn, and embrace that which may be different.



EQUALITY

EQUITY

REALITY

A close-up photograph of a hand with a gold ring on the ring finger, pointing towards a row of white dice. The dice are arranged to spell out the word 'EXCLUSION' in black, uppercase letters. The dice are placed on a dark, reflective surface, and the background is a blurred green and grey. The entire image is framed by a light grey border.

EXCLUSION





Department of
Public Safety



vgladden@dps.ohio.gov