

# Diversity Matters

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*diversity (noun): the state of being diverse*

Diversity refers to

- difference
- cultivating talent
- promoting the full inclusion of excellence across the social spectrum.

Diversity leads to

- better problem-solving
- expands the talent pool
- is important for long-term economic growth

# Diversity != Inclusion

“Diversity is being invited to the party. Inclusion is being asked to dance.” Verna Myers

Diversity alone doesn't drive inclusion.

Diversity without inclusion is a story of missed opportunities

- employees are so used to being overlooked that they no longer share ideas.

Without the inclusion, there is often a diversity backlash.

- Connections to attract diverse talent, encourage their participation, foster innovation won't happen.

But diversity *with* inclusion provides a strong mix of talent retention and engagement.

# How to achieve a workplace where all can thrive?

- Examining all decisions regarding hiring/recruiting, promotion, compensation, employee recognition and management structure to ensure that we are not advantaging one group over another.
- Working with expert advisors and employees to build fair and inclusive processes for employee retention
  - Effective management education
  - Organization-wide unconscious bias training
  - Ally skills coaching
- Addressing Shortage of skills
  - Helping to address the pipeline issue with financial contributions to organizations whose mission is to educate and equip underrepresented groups with relevant technical, as well as supporting a variety of internship programs to broaden access to opportunity.
- Be conscious and deliberate in our decision-making and the principles and values by which we operate.

# What else?

- Inclusive leaders
- Authenticity
- Networking and visibility
- Clear career paths

