



BUSINESS DIVERSITY SUMMIT

LUNCH AND LEARN PANEL
MARCH 29, 2023

TANYA DAVIS, BUSINESS LEARNING & DEVELOPMENT MANAGER, COMMERCE HUB
CULTURE & STRATEGY



PANELISTS



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EQUALITY VS. EQUITY



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



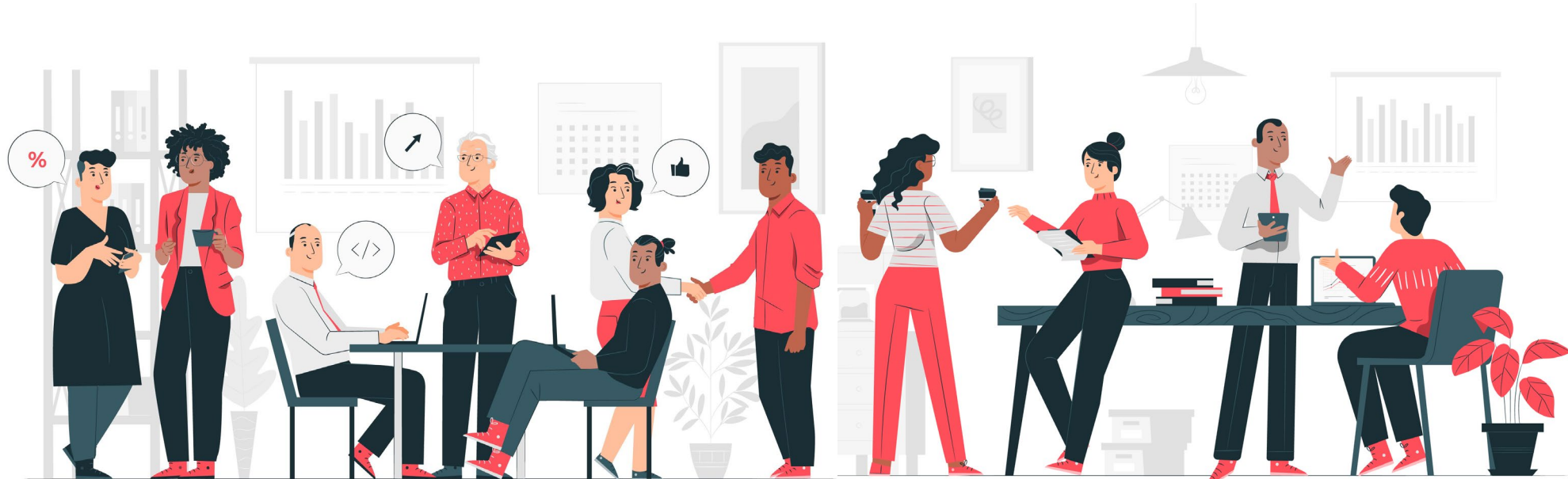
Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice

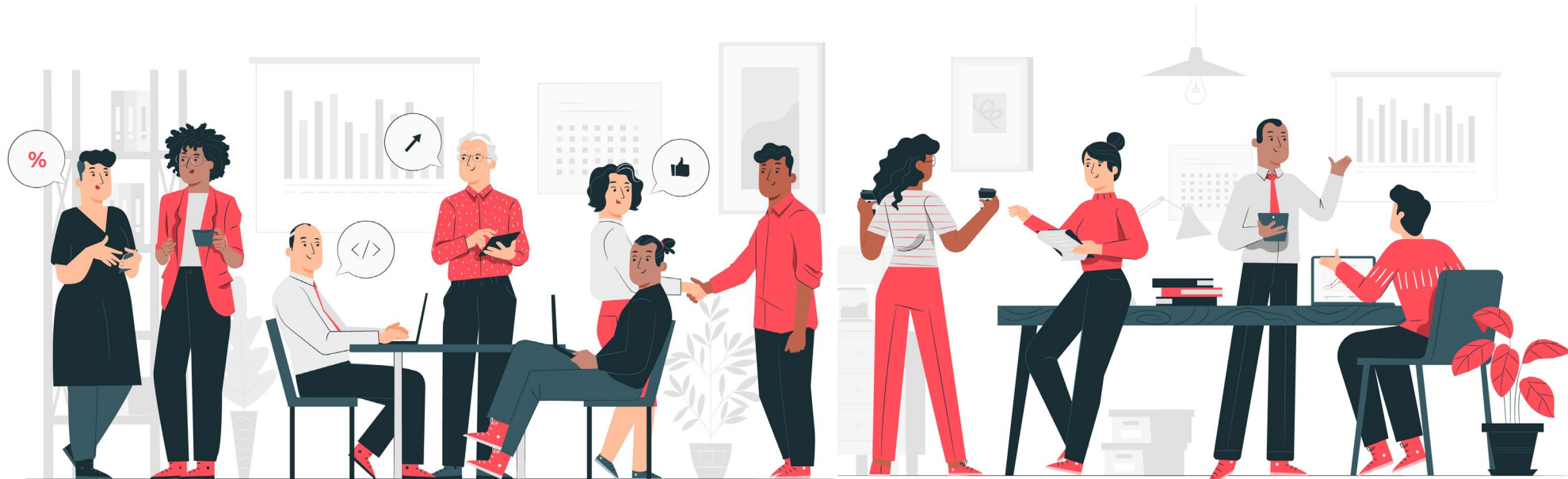


All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Why do organizations need to ensure that there is inclusion and how can they be active in practicing inclusivity?



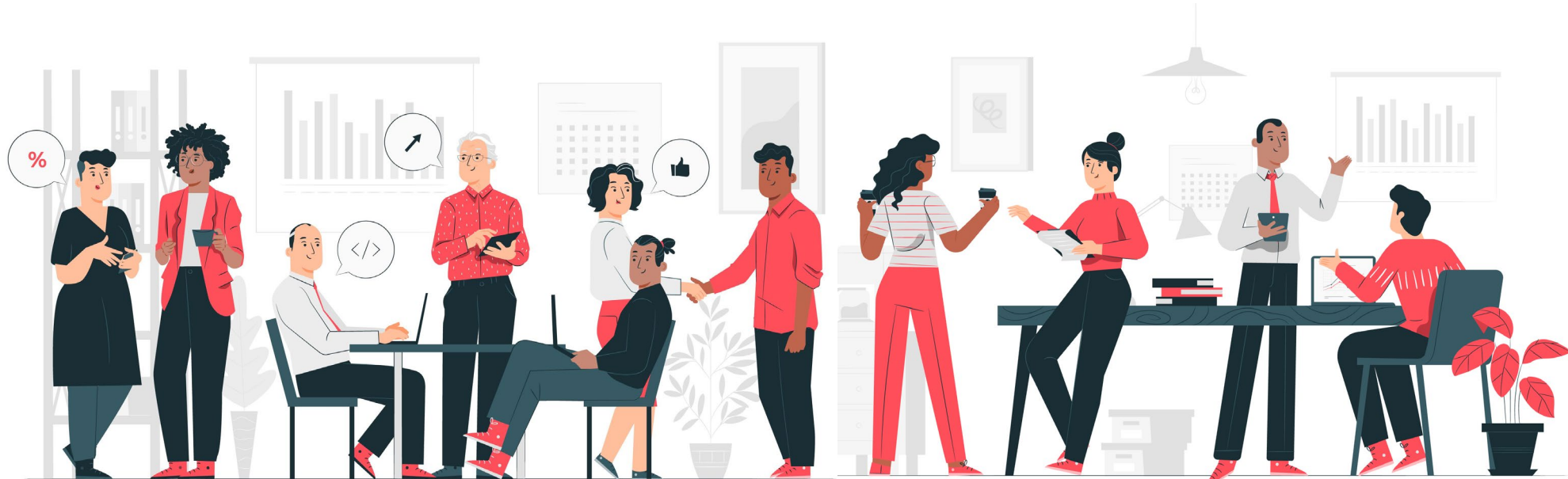
How do you define Equity, Diversity, Inclusion and Accessibility (EDIA) in your organization and how does your organization practice and implement EDIA policies?



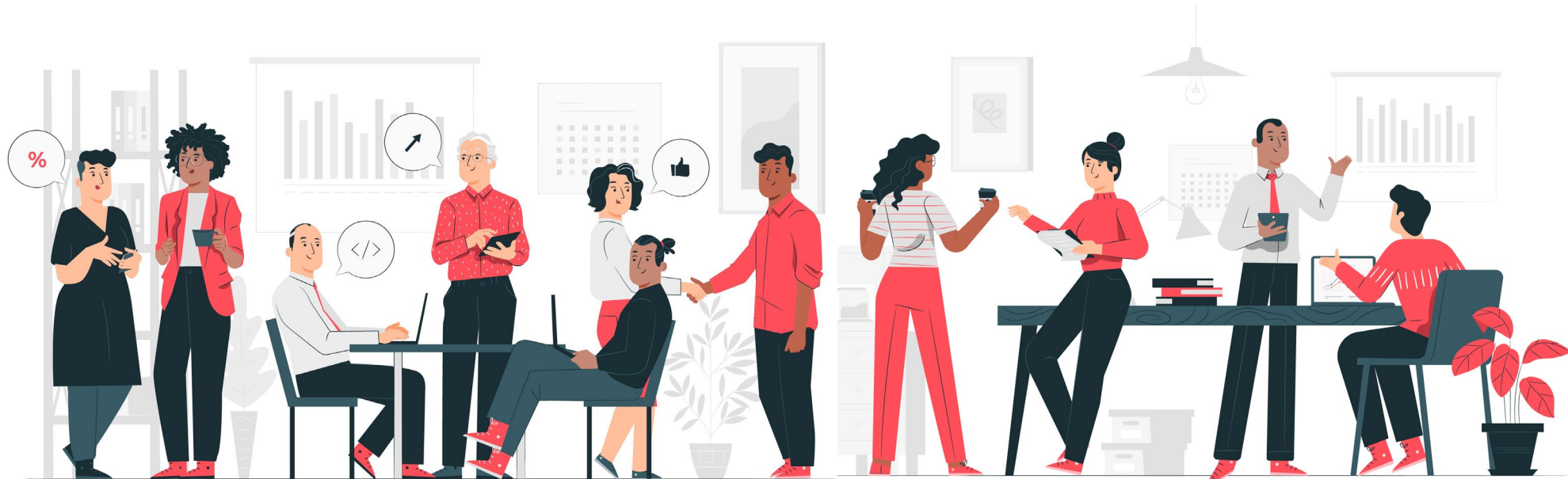
EDIA Questions



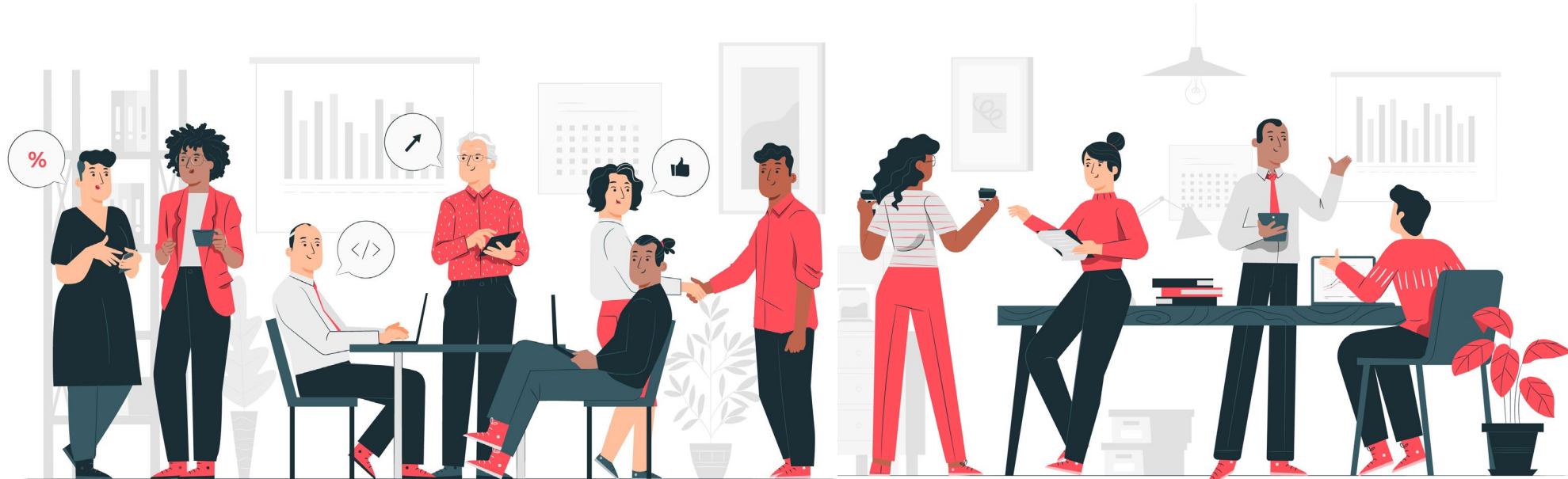
What challenges do you see BIPOC team members within or outside your organization encounter within a non-diversified work environment? What resources are available for those employees to feel included on the team?



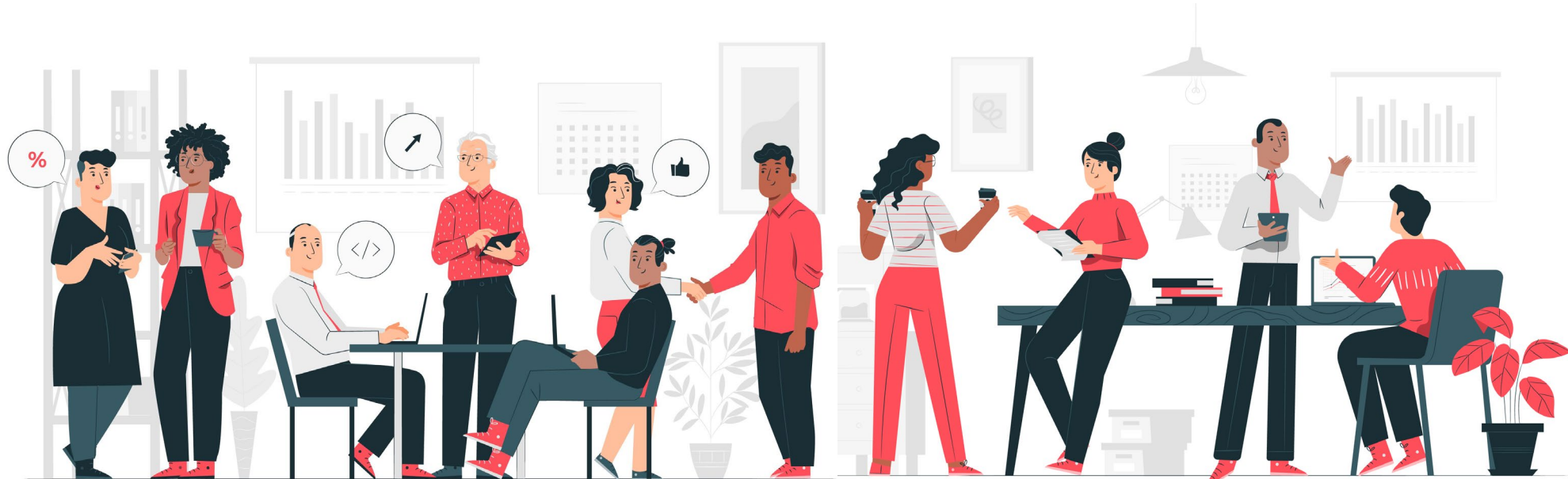
Why is it beneficial to connect with youth in this generation and what are the difficulties you see in hiring, retaining, and developing a diverse workforce?



What is your organization doing today that will help to support a diverse workforce in the future?



Any Questions?



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