

The role of chief diversity officers: A toolkit

The @Work Toolkit is a collection of additional resources and tips that might be useful when discussing the topic with your team.

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Did You Know

“Companies with diversity and inclusion employees are 22% more likely to be seen as an industry leader with high-caliber talent and 12% more likely to be seen as an inclusive workplace for people of diverse backgrounds.”

Source: [LinkedIn](#)

Definitions

Diversity: Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been, and remain, underrepresented among practitioners in the field and marginalized in the broader society.

Equity: The idea of promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion: An outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

Source: [Tuskegee University](#) Cooperative Extension

How to talk about leadership

Apply a culturally-sustaining framework. Long used in the field of education, culturally sustaining conversations means to “perpetuate and foster — to sustain — linguistic, literate, and cultural pluralism,” explains Django Paris, professor of education at the University of Washington. Pluralism means the ability of all people to inhabit their complex identities and personhood, comfortably and sustainably, in the spaces of public life. Take a moment to think about the “pluralism” of your identity: What social forces shape who you are? What comprises your identity? Is it family? Race? Language? Gender? What would it mean if the entirety of your identity were included into the various spaces in which you learn and work? Take some time to consider how certain facets of your identity might be supported — and sustained — within the workplace.