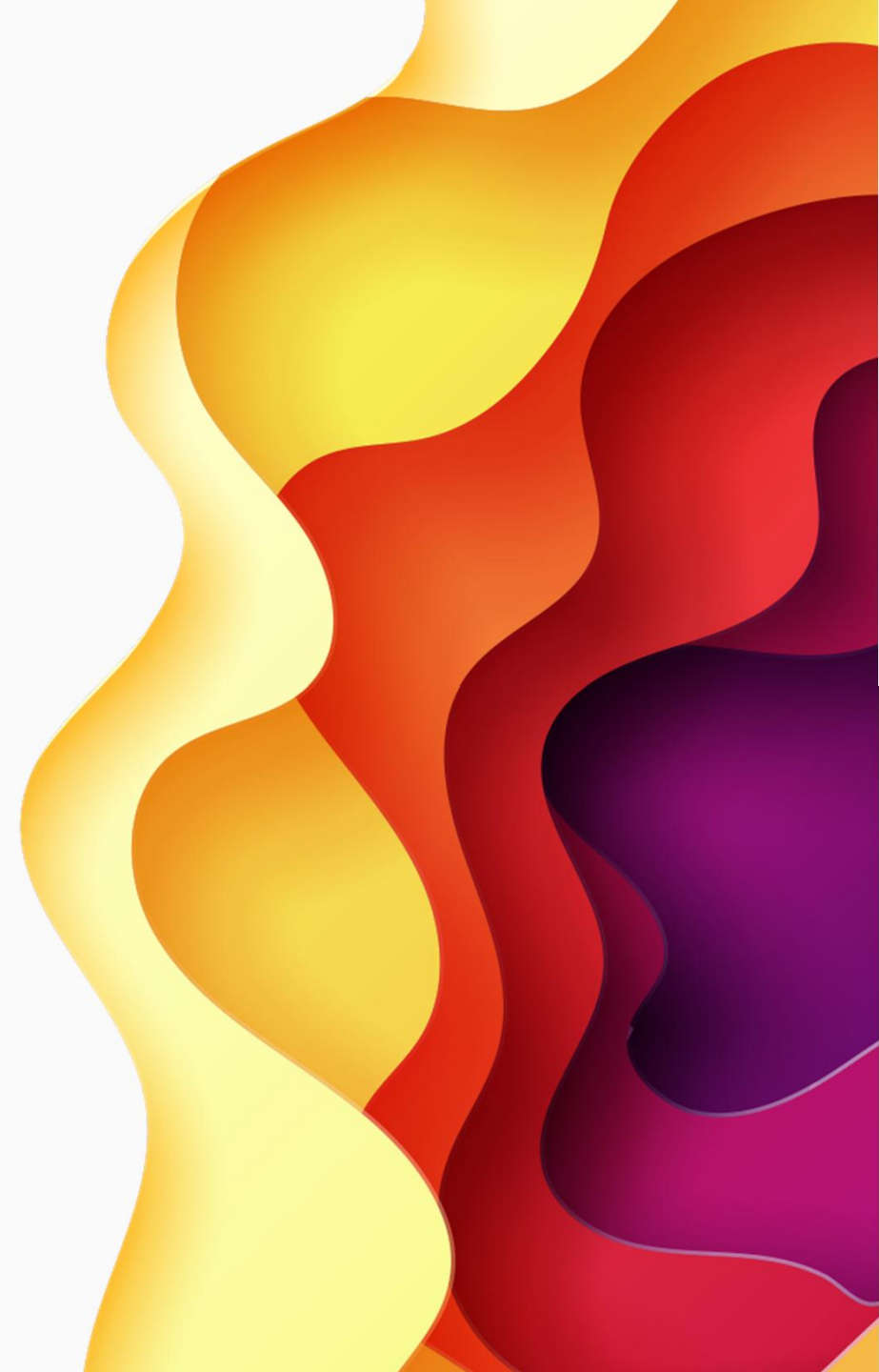**Interactive Panel Discussion**

Diversity, Equity, & Inclusion In ITS

Promoting Diversity in
Education, Public and Private Industries

Why Are You Here

Purpose

- Understand the range of issues diverse populations face when pursuing education/career in STEM
- Organizational change strategies
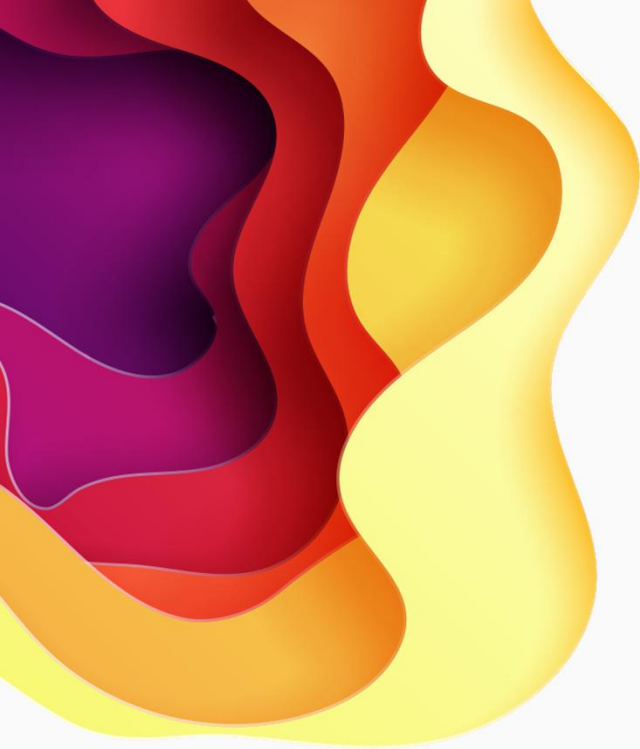   - What are you doing now?
    - Culture

Process

- Storytelling
- Questions & Answers
- Polls

Payoff

- Resources
- Continued Conversations with Practical Ideas

Introductions

Moderator

Lane Greene, HR
Kimley-Horne

Laura Bottomley
North Carolina State

Angelitha L. Daniel
North Carolina State

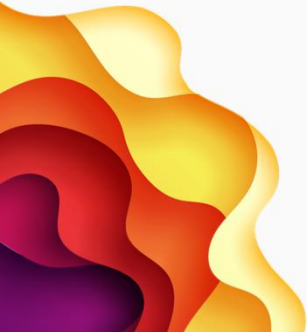Sarah Brickels
GLOW

Barbara Dunlap
AEP

Storytelling

What's Your Narrative?
- Sarah
- Lane
- Laura
- Angelitha
- Barb

- Tell us about a time when you….

- Give us an example when you….

- When did you find yourself in a position where you had to….

POLL TIME

1. How comfortable are you talking about diversity and inclusion? (1-10)

   - (1= not at all, 10=completely comfortable)

2. How would you rate the diversity and inclusion at your organization? (1-10)

   - (1= weak, 10=strong)

What is the Problem?

❖ Well-intentioned companies have been scrambling to improve their workplace diversity by launching diversity campaigns, internal investigations, and more – so what's the problem?

➢ Recruiting & hiring practices

➢ Unconscious bias

➢ Pay gap

➢ Initiatives addressing race, ethnicity, sexual orientation, individual's unique upbringing, current experiences, etc.

"There is nothing more dangerous than sincere ignorance and conscientious stupidity."
- Martin Luther King Jr.

Organizational Shift

❖ Organizational diversity in the workplace refers to the total makeup of the employee workforce and the amount of diversity included.

❖ Diversity refers to differences in various defining personal traits such as age, gender, race, marital status, ethnic origin, religion, education, etc.

Challenges

❖ Language and communication
❖ Cultural perspectives
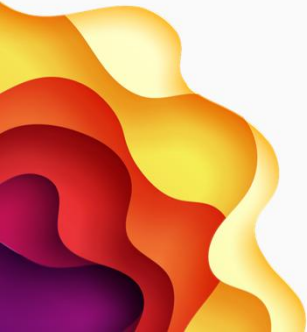❖ Beliefs and opinions
❖ Myths
❖ Authenticity

Benefits

❖ Place your answers in the chat!

POLL TIME

YES OR NO

1. I trust this organization to be fair to all employees

2. If I raised a concern about discrimination, I am confident my employer would do what is right.

3. The people I work with treat each other with respect.

4. Workforce diversity is valued at our organization.

Now What?

- Organizational Recommendations
- NC State Programs
- GLOW School
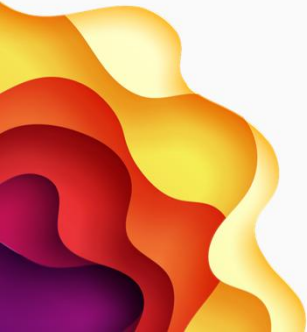- Whose voice is missing?
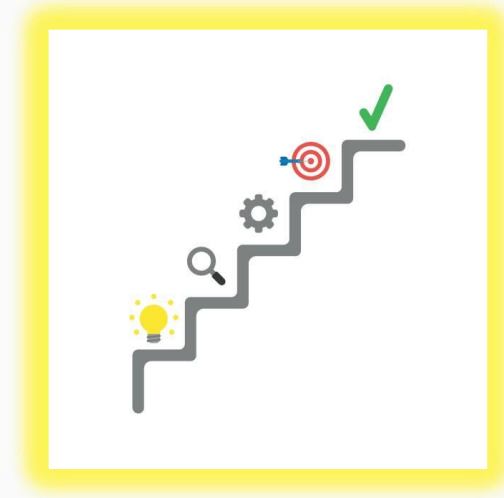
Place in the chat!

One thing YOU can do?

POLL TIME

1. The panelist selected by ITS were beneficial in providing the content for the workshop

2. I would like the panelist to conduct a workshop for another organization I am affiliated with

3. I believe the resources provided will help me in the area of DEI

Contact US

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