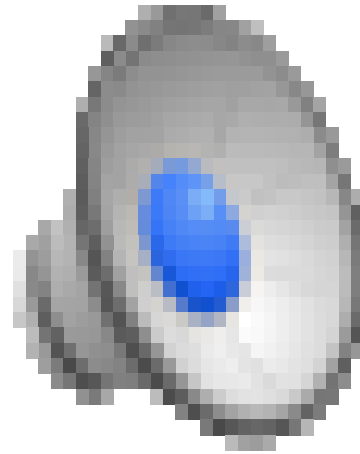
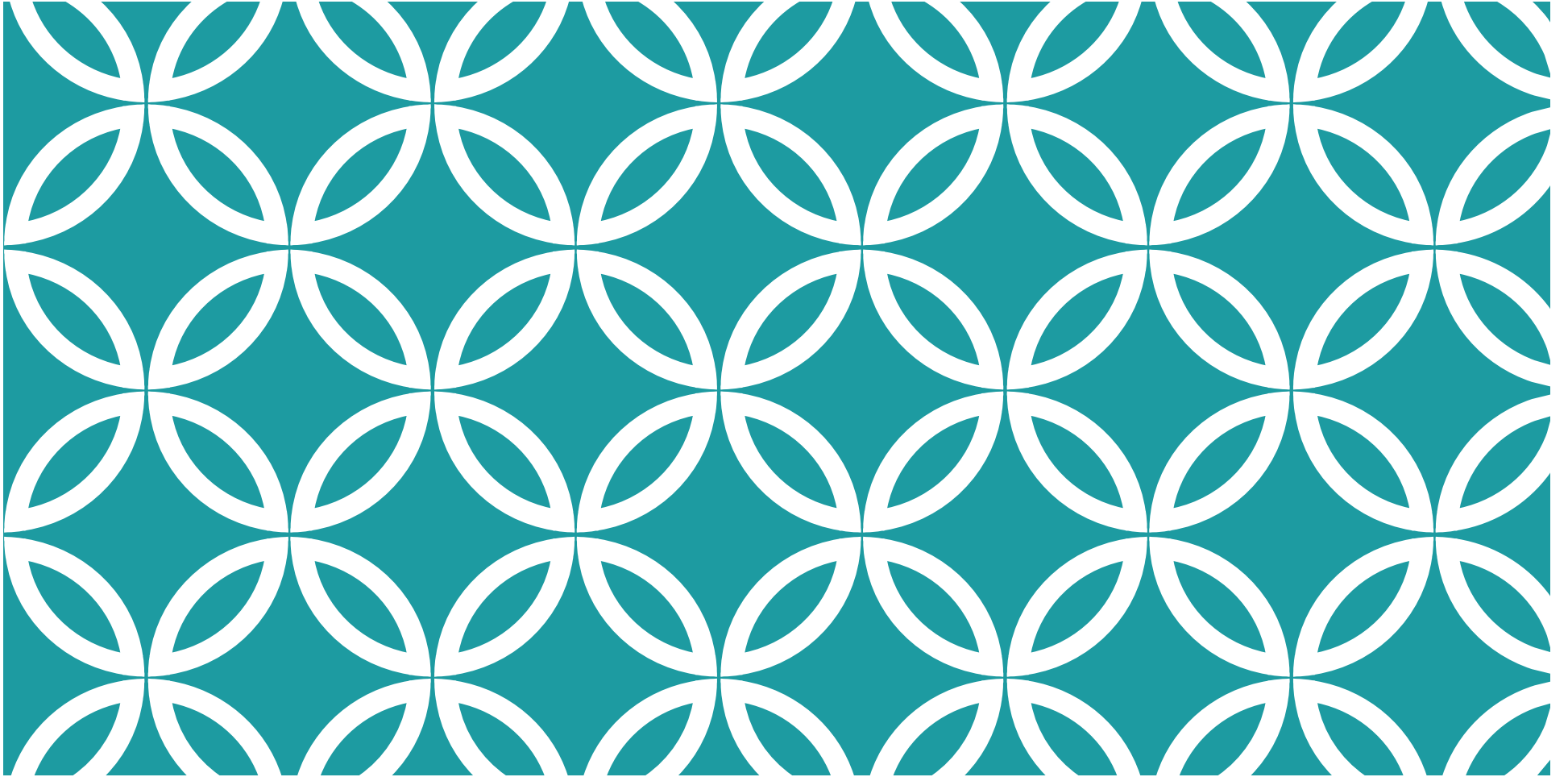


MIXING IT UP

Diversity, Inclusion and Recognition

ROSIE KING

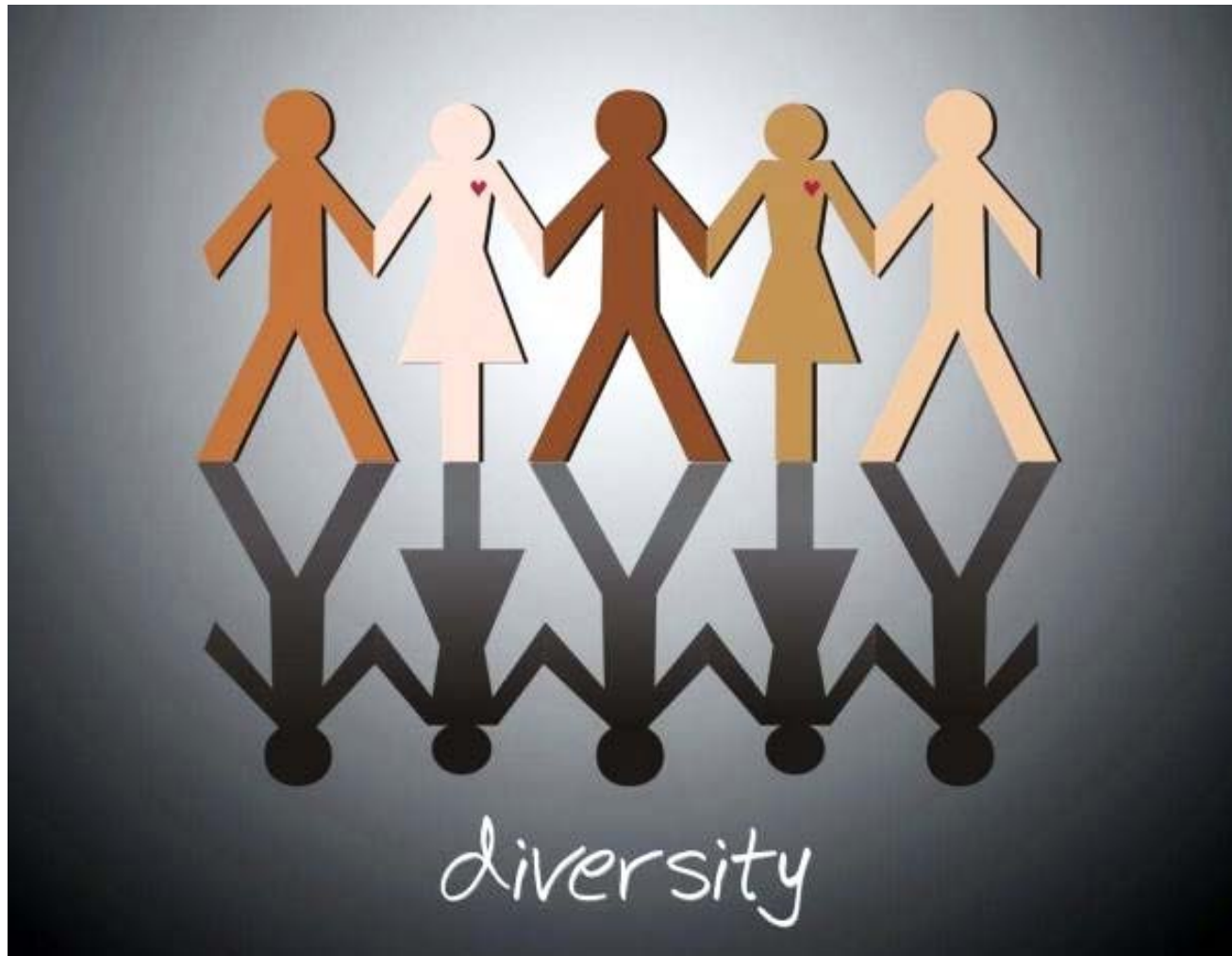




WHAT ARE DIVERSITY AND INCLUSION?



WHAT IS DIVERSITY?



WHAT IS DIVERSITY?



WHAT IS DIVERSITY?

Diversity is the human qualities that are manifested by individuals and groups other than those with which we identify.

WHAT IS DIVERSITY?

In other words, diversity is everyone else.

WHAT IS DIVERSITY?

It is important to recognize and understand differences, but they cannot be used to predict any individual's values, choices or responses.



What kind of Asian are you?

WHAT IS INCLUSION?

Inclusion is about focusing on the needs of every individual and ensuring the right conditions are in place for every person to achieve their full potential.

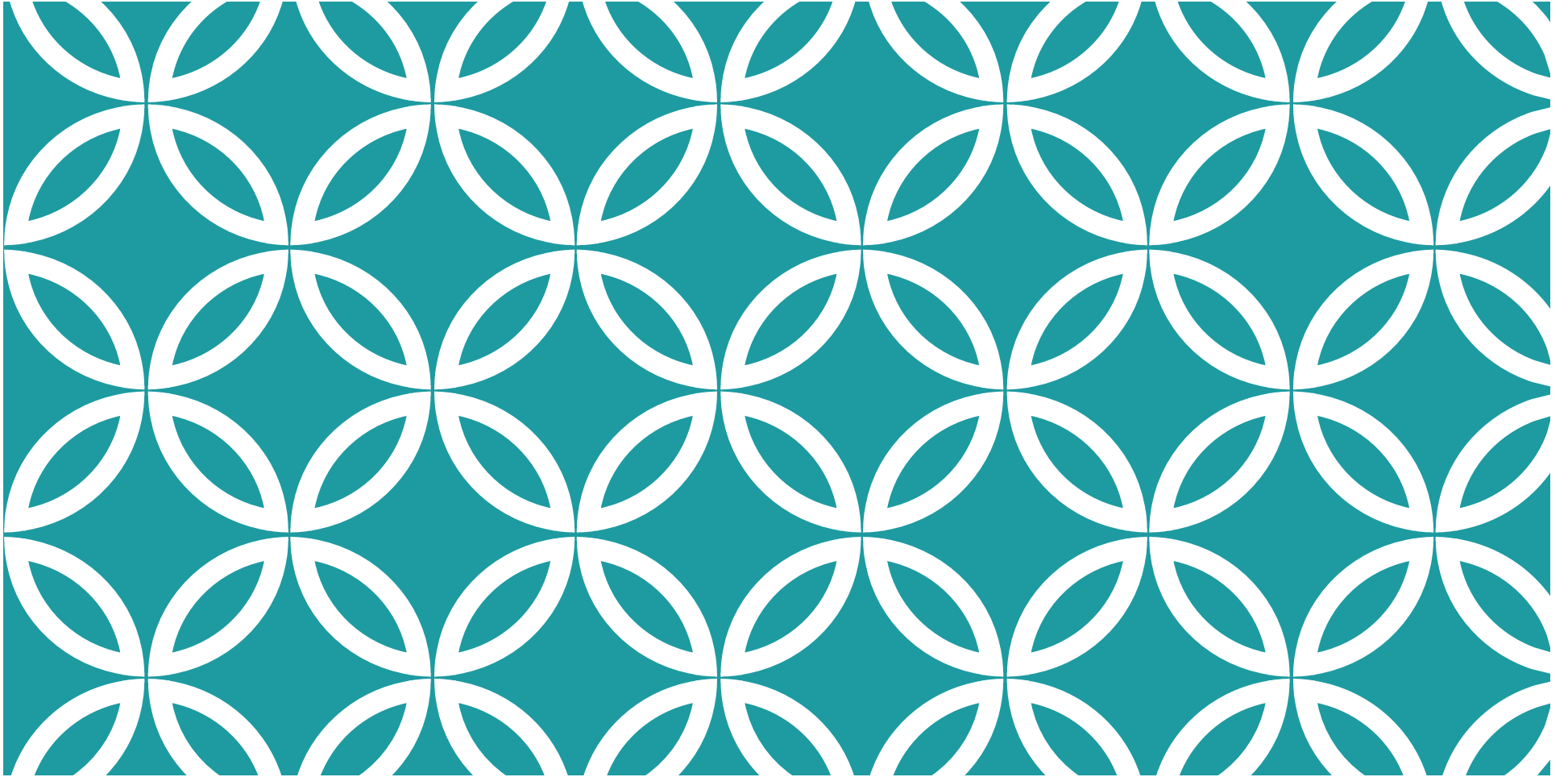


Universal Design at McGill

HOW DO THEY GO TOGETHER?

Diversity is the mix.

Inclusion makes the mix work.



HOW IS MCGILL DOING?



DIVERSITY AND INCLUSION @ OTHER UNIVERSITIES

✓ Cornell

✓ Yale

✓ Ryerson

✓ Ithaca College

✓ Stanford

DIVERSITY AND INCLUSION @ MCGILL



DIVERSITY AND INCLUSION @ MCGILL

[SEDE Racial and Cultural Diversity Resources and Programs](#)

[SEDE Workshops and Training on Equity issues](#)

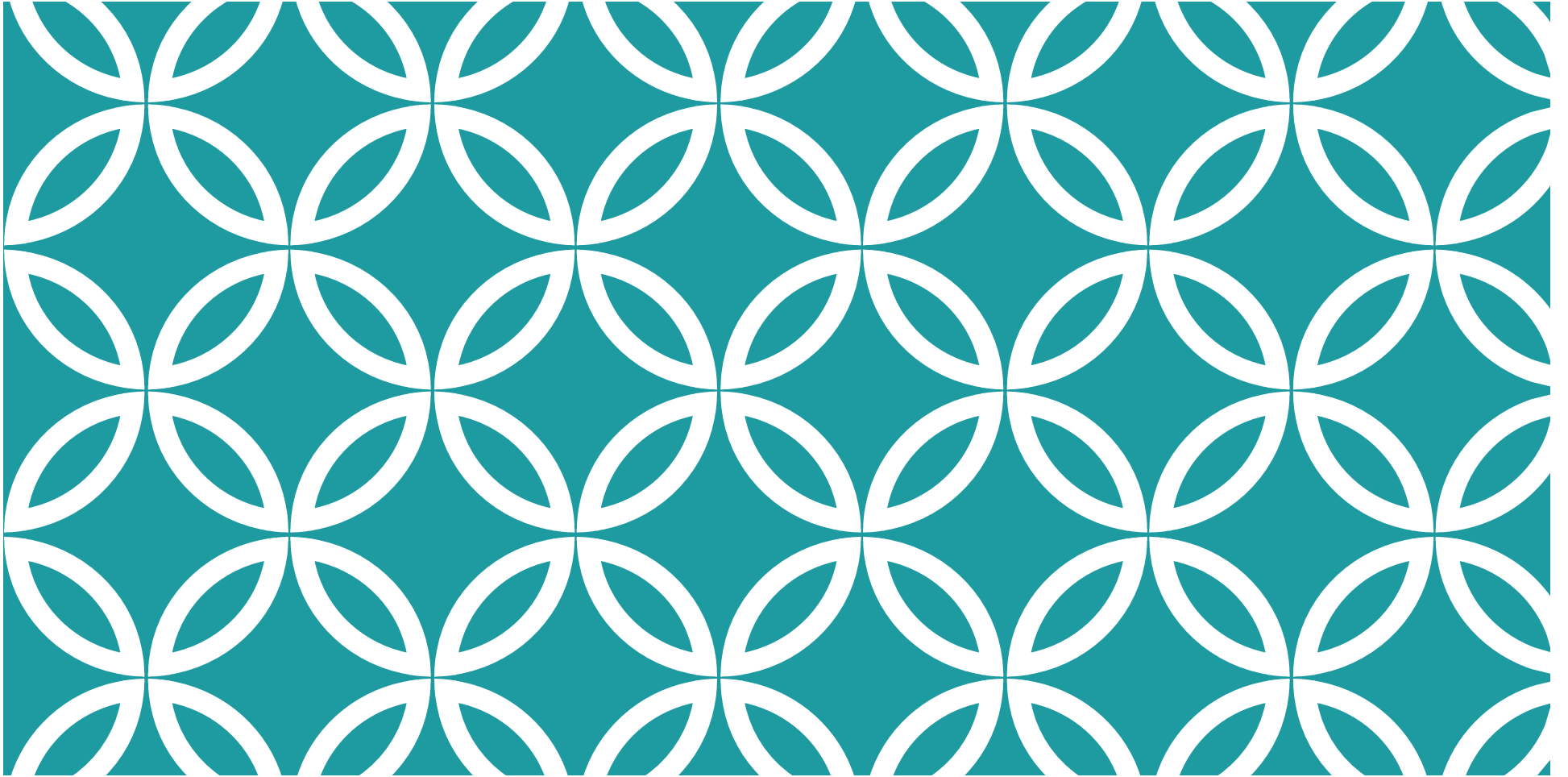
[SEDE Quick Links to McGill and Community Services](#)

DIVERSITY AND INCLUSION @ MCGILL

Joint Board Senate Committee on Equity

Office of Sustainability

University Policies on Disability,
Employment Equity, and Discrimination



CONNECTING THE DOTS



HOW DOES THIS CONNECT TO RECOGNITION?

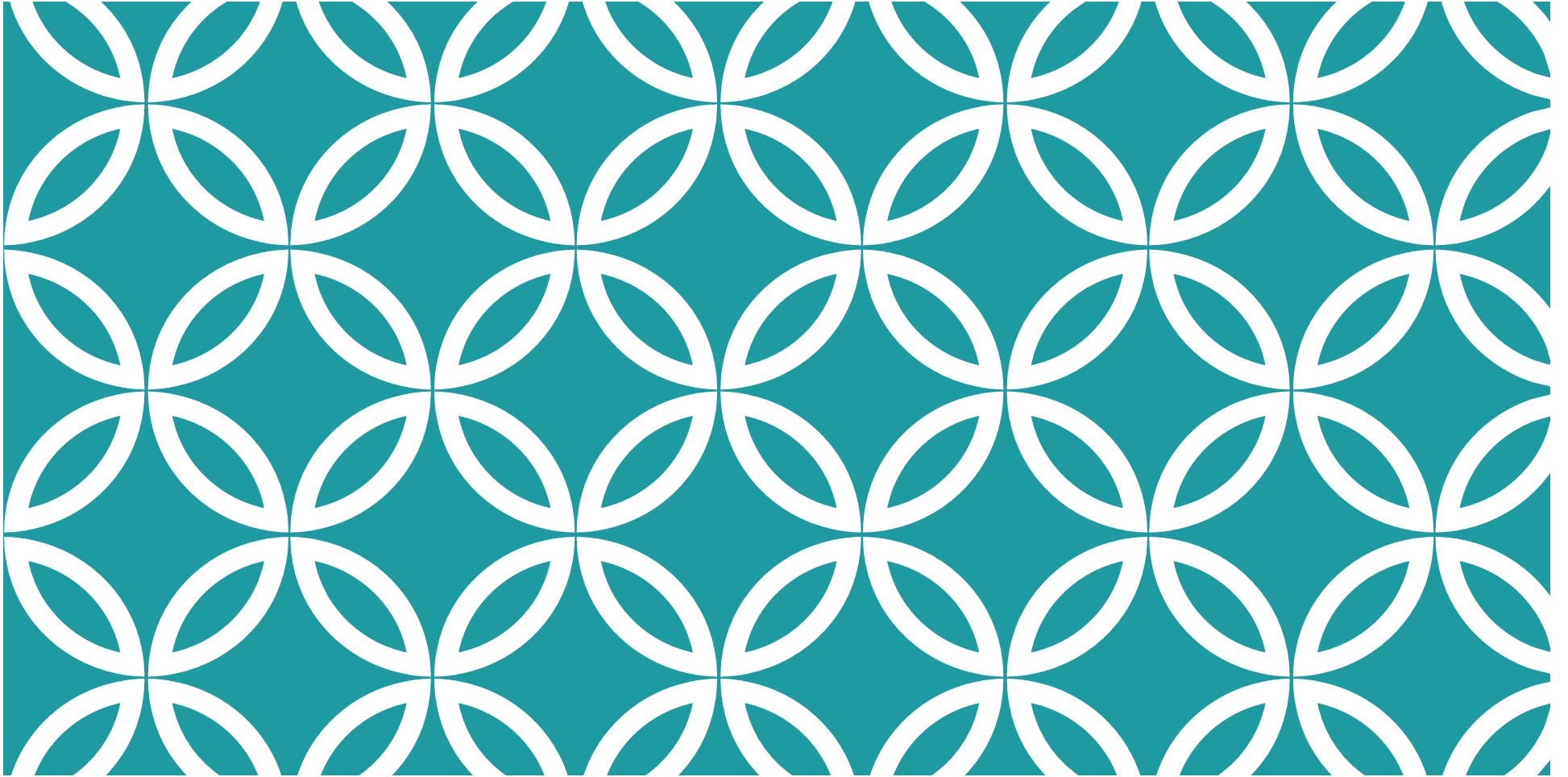
- Recognizing and valuing diversity***
- Learning to recognize different people / groups differently***

HOW DOES THIS CONNECT TO RECOGNITION?

- How do we show that diversity is important to us?***
- How do we demonstrate that we appreciate diversity not only in appearance, but also in thought?***

HOW DOES THIS CONNECT TO RECOGNITION?

- Do different people / groups want to be recognized in the same ways?***
- How can things be different, but still be fair?***



TIME TO BREAK OUT!



HOW CAN WE MAKE IT BETTER?

1. Why do we need to consider diversity in terms of employee appreciation and recognition?

HOW CAN WE MAKE IT BETTER?

2. What are some of the challenges we face when considering employee recognition and appreciation in a diverse workforce?

HOW CAN WE MAKE IT BETTER?

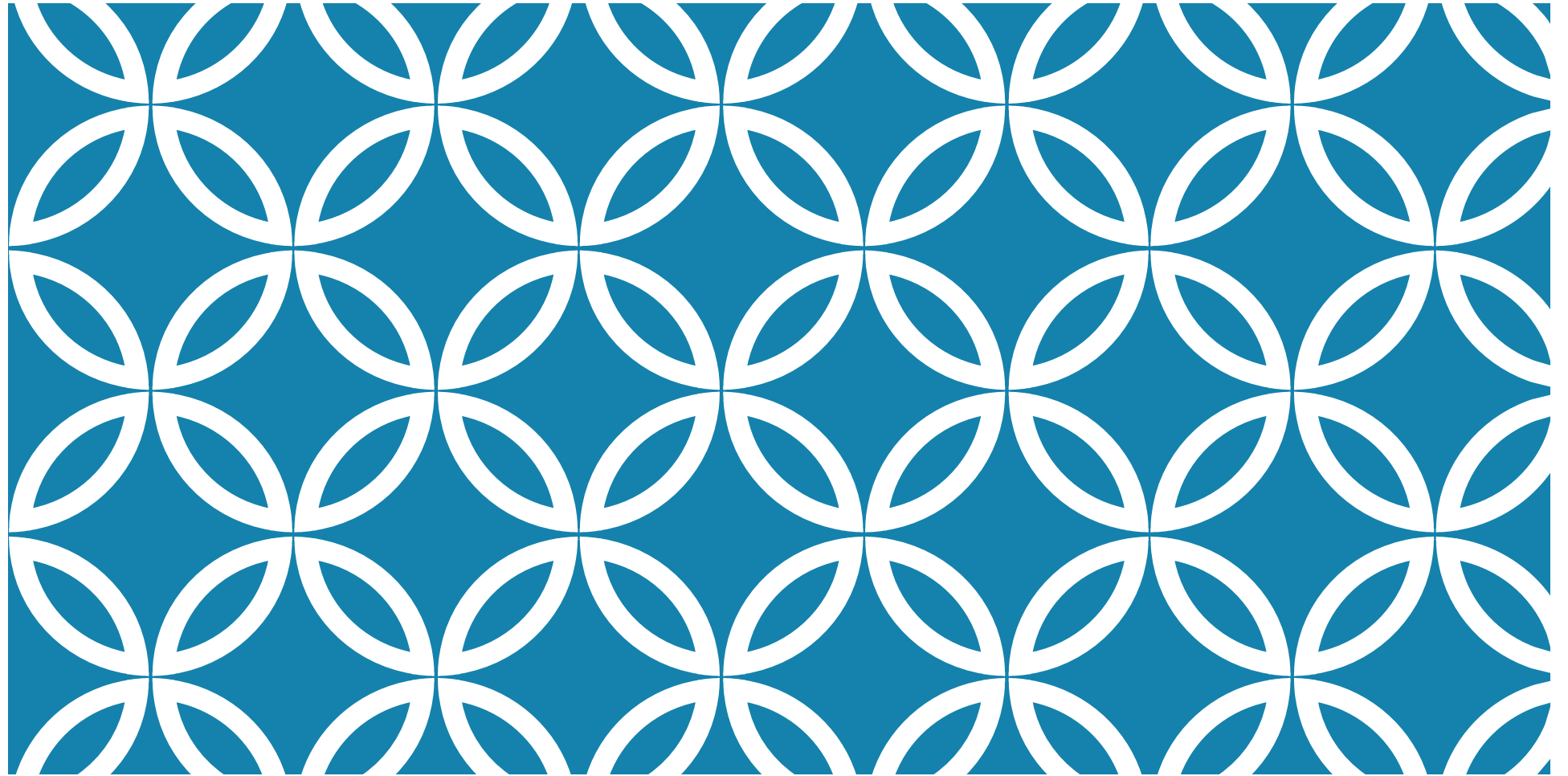
3. Moving forward, what can we do or change to better consider appreciation and recognition in a diverse workplace?

WHAT NEXT?

Conclusion

Questions

Closing Remarks



THANK YOU!

