Diversity is a FACT.
Inclusion is an ACT.

DIVERSE versus INCLUSIVE

DIVERSITY refers to people of different ages, cultural backgrounds, physical abilities, genders, religions, personalities, educational backgrounds, skills sets, sexual orientation, and more.

INCLUSION is an environment where all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and contribute fully to the department's success.

Actions to Create an Inclusive Department:

- **Empowerment:** Encourage your team to learn new skills, bring ideas to the table, and solve problems. Provide opportunities for growth.

- **Respect.** Treat others as you want them to treat you. Learn from different points of view and seek to understand. Handle disagreements in a constructive and professional manner.

- **Equity.** Different people need different things to reach the same goal or demonstrate a skill. As long as the job gets done and safety protocols are followed, it is okay to make adjustments for differences such as height or strength.

- **Accountability.** Take responsibility for your decisions and performance. Have pride in your successes, learn from mistakes, and be open to criticism in areas you can improve.

- **Acceptance.** Make room for everyone in your department. Each individual brings skills, knowledge, and experience that can benefit the team.

- **Camaraderie.** Lift up instead of tear down. Remember that we are all on the same team. Help each other out.

- **Courage.** Stand up for what you think is right, even when it means taking a risk. Try to find others who can support you.

Benefits to a Diverse & Inclusive Department:

- Strengthens our organization
- Builds better communities
- Helps with recruitment and retention
- Enables effective communication
- Helps us meet our mission

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