

## OPPI Section Name: Diversity, Equity, and Inclusion.

Overarching Principle: *It is essential that all organizations are committed to including, recognizing, and valuing peoples' cultures, race, ethnicity, language, disability, gender, gender identity and expression, sexual orientation, age, religion, and other cultural identities. Organizations are responsive to the unique cultural beliefs, perspectives, and traditions of all people they employ, people they support, and people who are impacted by their work. Ultimately, organizations create and nurture accessible, inclusive, and equitable cultures by combatting oppression and valuing differences. Any manifestation of racism, xenophobia, homophobia, ableism, cisgenderism, misogyny, or harassment are addressed quickly consistent with policies and procedures and may result in personnel action up to and including termination.*

**Why should organizations focus on this?** Although our field is founded in principles of human rights, organizations in our field struggle to adopt practices and structures that are truly equitable, inclusionary, and supportive of people with multiple and intersecting identities. People with disabilities who use services and the disability sector workforce are diverse and bring a rich variety of cultures, experiences, and identities to organizations in this field. Agencies that embrace diversity and promote inclusion at every level are more successful and attuned to the needs of their customers and employees.

Indicators in the Assessment <i>Our organization...</i>	What the research says
<b>Intentionally attracts, recruits, supports, and retains a diverse workforce at all levels; this means that leadership positions are occupied by people with diverse backgrounds and experiences.</b>	Diverse and inclusive workplaces make everyone, regardless of their self-identity and their position within the organization, equally supported and involved in all areas of the workplace (Hunt, et al., 2015).
<b>Values the diverse beliefs, perspectives, languages, and cultures among our employees, people who use our services, and/or people who are impacted by our work.</b>	Research shows that equitable and inclusive employers outperform their competitors by respecting the unique needs, perspectives, and potential of all members of their team (Janes & Harvey, 2022). As a result, diverse and inclusive workplaces gain deeper trust and engagement from their employees.
<b>Advances policies, structures, practices, and procedures that address diversity, equity, inclusion, and accessibility and dedicates resources to assure implementation.</b>	When organizations commit to equitable practices, policies, and structures that support people with diverse identities, including gender, ethnicity, race, age, sexual orientation, and ability or disability, they are also likely attract, hire, and retain people who bring competitive advantages (Hunt, et al., 2015).
<b>Provides accessible training, education, and professional development opportunities for all agency staff focused on diversity, equity, and inclusion.</b>	Companies that demonstrate a commitment to diversity, including offering training and education opportunities for staff, report higher employee satisfaction and more effective decision-making, which leads to a beneficial cycle of increasing sustainability, quality, and customer satisfaction (Hunt, et al., 2015). Research shows that dedicated programs that focus all efforts on specific goals of promoting diversity and

	<p>equity are crucial (Keller &amp; Price, 2011). In this sense, diversity programs have to seek to alter the composition of leadership teams or staff and disrupt old habits and routines.</p>
<p><b>Does not tolerate discrimination, oppression, or marginalization of any form. We act quickly to address racism, xenophobia, homophobia, ableism, cisgenderism, misogyny, harassment, and any form of discrimination when it arises.</b></p>	<p>Comprehensive DEI approaches include the adoption of equitable and inclusive practices as part of the cultural identity of the organization. DEI efforts, in addition to being essential to promoting justice, benefit organizations. Research shows that equitable and inclusive employers outperform their competitors by respecting the unique needs, perspectives, and potential of all members of their team (Janes &amp; Harvey, 2022).</p>
<p><b>Evaluates metrics related to diversity, equity, and inclusion with regularity. We seek and are responsive to input and data that can inform and improve our practices and policies.</b></p>	<p>According to The State of Diversity &amp; Inclusion 2020 Report (<a href="http://www.hr.com">www.hr.com</a>, 2020), organizations need to follow a series of steps to accomplish diversity, equity and inclusion outcomes. In this regard, cultural, structural and logistic changes are needed. For instance, the report suggests that an initial step is to conduct continuous evaluations and refine a business case for diversity and inclusion within the organization.</p>
<p><b>Ensures that opportunities for promotion and growth are equitable to all employees. We assure that development and growth opportunities are non-discriminatory based on race, ethnicity, language, disability, gender, gender identity and expression, sexual orientation, age, religion, and other cultural identities.</b></p>	<p>When organizations commit to equitable practices, including hiring and promoting people with diverse identities into leadership roles, they are also likely attract, hire, and retain people who bring competitive advantages (Hunt, et al., 2015).</p>

### Where to start

1. Assess whether your organization embraces diversity in language only, or if you have practices in place, including offering training and education, development opportunities, and written policies that promote equity and inclusion in the workplace.
2. Look at the makeup of your organization’s workforce and recent promotion and hiring practices. Are there intentional efforts to ensure that people from diverse backgrounds and experiences have opportunities to attain leadership positions?
3. Engage with experts who can help your organization evaluate its practices and impact on diversity, equity, and inclusion. There are many resources to help your organization become more evidence-based in its DEI efforts.