Enhancing Diversity, Equity, Inclusion, and Accessibility

In the Mass Spectrometry Community

June 5, 2022
Who should attend this workshop?

This workshop is for you if you want to learn:

- How to recognize and mitigate biases to aid with equitable decision-making.
- Appropriate strategies for improving engagement within STEM teams and organizations.
- Skills to become a better ally and foster an inclusive work environment.
ORGANIZATIONAL CULTURAL CHANGE BEGINS WITH YOU

Diversity

Equity

Inclusion

Accessibility

Diversity

Diversity is the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
Equity

Equity is the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Inclusion

Inclusion is the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
Accessibility

Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities
Why is DEIA Important?

- Diversity is critical to excellence
- Lack of diversity represents a loss of talent
- Enhancing diversity is key to long-term economic growth and global competitiveness
According to a 2020 Glassdoor survey, 76 percent of job seekers and employees polled said a diverse workforce was an important factor for them when evaluating job opportunities and companies.

HTTPS://WWW.GLASSDOOR.COM/BLOG/GLASSDOORS-DIVERSITY-AND-INCLUSION-WORKPLACE-SURVEY/
According to a Deloitte survey, 80 percent of over 1,300 respondents said inclusion efforts were an important factor when choosing a company.

What is inclusivity in the workplace?

Inclusive workplaces value the individual differences of employees. It is an attitude of welcoming and accepting people with different backgrounds, opinions, and abilities.
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coming soon

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