

"Diversity is Being Invited to the Party. Inclusion is Being Asked to Dance."

~ Vernā Myers, Diversity Advocate

DIVERSITY AND INCLUSION

Diversity and Inclusion are words often used interchangeably and they are assumed to mean the same thing. But that's just not the case. In the context of the workplace, diversity equals representation. However, without inclusion, the crucial connections that attract diverse talent, encourage their participation, foster innovation, and lead to organizational growth are unlikely to happen.

Diversity is defined as any aspect that can be used to differentiate groups and people from one another.

In practice, it means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education and religion. But diversity is more than just a list. We all bring with us diverse perspectives, work experiences, life styles and cultures. As a source and lever of innovation, diversity, particularly diversity of thinking, has a critical role to play. It is a dimension that negates groupthink.

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Last month's theme was: **Planning Your Development**.
Next month's theme will be: **Communicating Effectively**.

For more information contact:
Mary Cornwell or Stan Sikorski at
LearningonDemand@das.ohio.gov.