

# THE DIVERSITY FORMULA

presented by

BOLDLY INCLUSIVE

EQUITY + INCLUSION = DIVERSITY®



## LET'S BREAK IT DOWN

1

### Diversity

In general, diversity is how we differentiate between groups or individuals -- for example, by age, race, ethnicity, colour, gender identity, gender expression, class, creed, abilities, religion, sexual orientation, marital status and family status. Diversity can be broken down into 3 categories based on one's demographics, their life experiences, and the way they think.

### Equity

Equity is the idea that because of our diversity, sometimes accommodations are required to create a level playing field so that we are not excluding anyone, or leaving them behind. Some might require more support, others require less, and some require none at all. The goal is to ensure everyone has a fair shot.

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### Inclusion

Inclusion is the appreciation of the full range of a group's diversity and the acknowledgment that differences between members contribute to a larger, richer whole. It occurs when people feel they are being treated fairly and with respect, that their contributions are valued, and that they belong. Inclusive organizations are spaces that are safe and welcoming for all.

## SO IN A NUTSHELL...

In order to build diversity among your staff, clients and other stakeholders, organizations need to be equitable and inclusive. Equity is what gets people in the door, and inclusion is what keeps them. Equity removes barriers, while inclusion fosters safety and belonging.

You have to start with equity and inclusion for diversity to be sustainable.

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