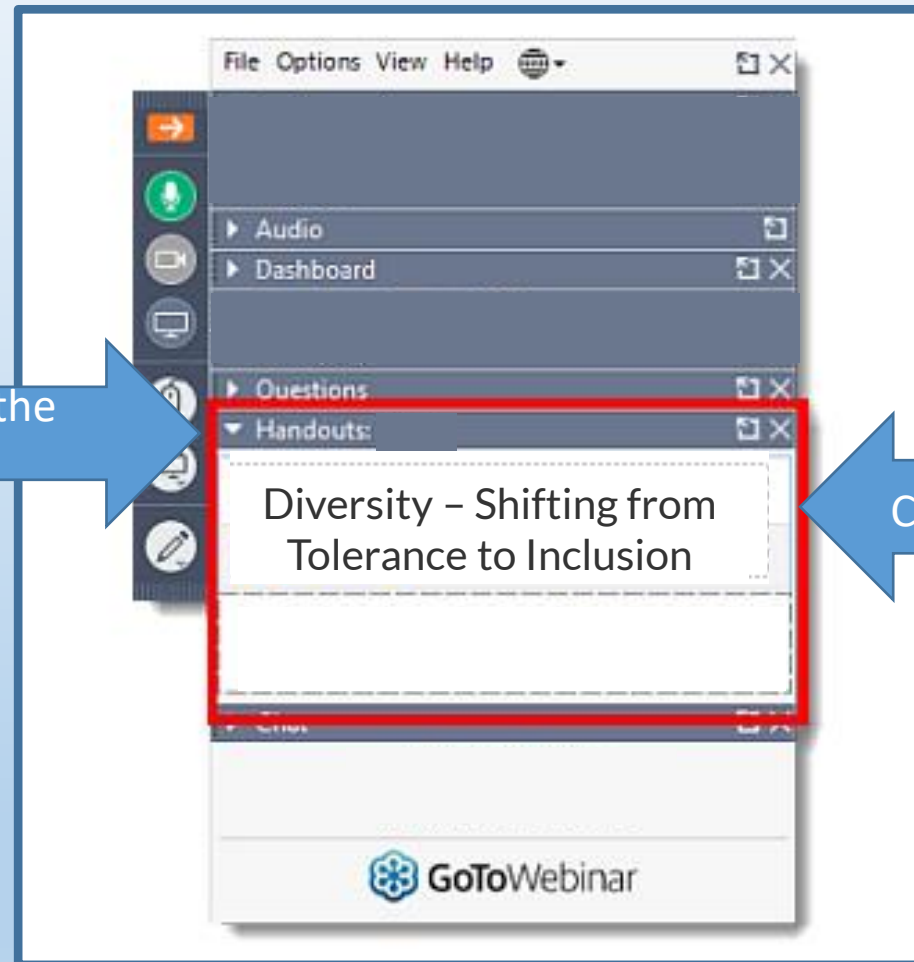


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DIVERSITY

Shifting from Tolerance to Inclusion

WELCOME!





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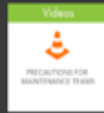
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COVID-19 is a pandemic that has affected everyone in our industry both in business and personal life. We have technology that allows us to continue business interactions until things return to normal. With this in mind, we've created resources to assist you with adjusting and taking precautions as needed. Together, we'll keep the multi-family industry moving forward and ready to handle what comes next.

Your Partners at Edge2Learn and Ellis Partners



Precautions for Maintenance



Covid-19 Planning



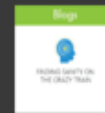
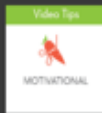
Leadership



Working From Home



Other Resources



A Partner You Can Trust!



Outside Resources: Learning from Others!



Thank you for joining us today!

Want to learn more?



Pam Pederson

**Director of Engagement and Communications
Edge2Learn**

ppederson@edge2learn.com | (317) 881-8511



Today's Presentation!



Meet Your Speaker: Kathy Vance



DIVERSITY

Shifting from Tolerance to Inclusion

WELCOME!



DIVERSITY DEFINITION

Simply put:

Diversity represents all the ways people are both similar and different.

INCLUSION

It's About Access and Opportunity

- Everyone is respected and empowered
- Contributes equally
- Is supported with access to the same resources and opportunities
- Regardless of individual demographics and differences

ELEMENTS OF DIVERSITY

Factors that Contribute to Diversity and Create Our Uniqueness

Personality - The Foundation for all Other Elements

Characteristics ▪ Traits ▪ Behaviors ▪ Extraversion/Introversion ▪ Values ▪ Communication Style ▪ Decision Making Process ▪ Approach to Life

Static - Not By Choice, Transpiring

Age ▪ Generation ▪ Race ▪ Abled/Disabled ▪ Gender ▪ Sexual Orientation ▪ Ancestry ▪ Gender Identity/Expression

Dynamic - Results of Choices, Circumstances, and Opportunities

Family ▪ Marital Status ▪ Education ▪ Personal Habits ▪ Kids/No Kids ▪ Income ▪ Religion ▪ Career ▪ Union ▪ Politics ▪ Social Habits ▪ Military ▪ Appearance ▪ Places Lived ▪ Skills/Abilities

Organization (When Applied to a Business)

Title/Role ▪ Location ▪ Department ▪ Tenure ▪ Experiences

PoII - PERSONAL EXPERIENCE

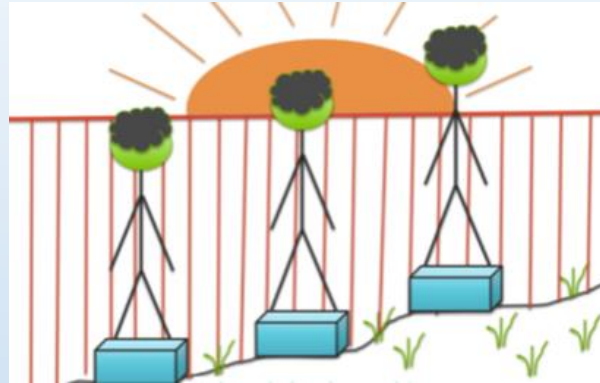
Have you ever been excluded because of one or more of these factors?

1. YES
 2. NO
 3. UNSURE
- If your answer is YES, please use the Chat to share how being excluded made you feel.
 - If comfortable, also share the factor you believe contributed to your exclusion.

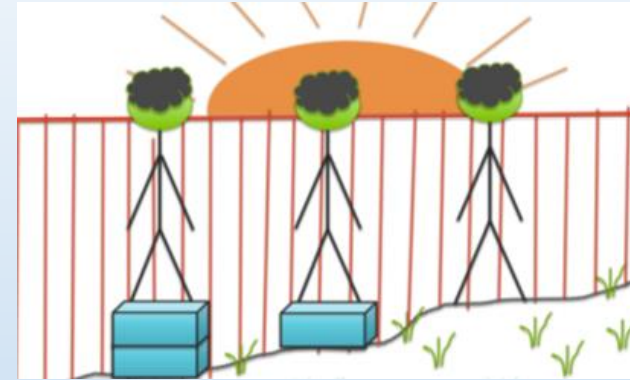
INEQUALITY



EQUALITY



EQUITY



JUSTICE

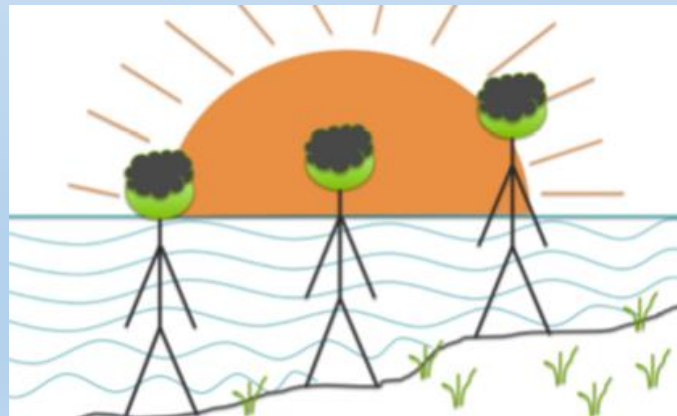


Image Credit: The Avarna Group variation on the classic equity vs. equality image

HISTORY

Systemic Inequality

Patterns of discrimination have contributed to racial disparity:

- 1620's - Slavery introduced to North America (400 years ago)
- 1790 - Citizenship in USA only given to free whites (lasted 178 years)
- 1865 - Slavery prohibited (135 years ago)
- 1865 - Black Codes, Jim Crow Laws, Legal Segregation Begins (lasted 100 years)
- 1965 - Civil Rights Act - Race, Color, National Origin, Religion (55 years ago)

RESULTS OF SYSTEMIC INEQUALITY



HISTORIC FIRSTS

Politics

- President - 1789 - First



2008



2016



2019

- Governor



1990



2018



2018

Sports



1869



1947



2017

INTROSPECTION

Shifting Along the Continuum

Tolerance	Acceptance	Appreciation	Inclusion
Allowing the existence of	Give credence or respect to	Recognition, enjoyment, and valued	Involvement and empowerment

COMMIT TO ACTION

Personal Awareness

- Explore your opportunities
- Start the Shift

Organizational Awareness

- Identify who may be underrepresented
- Enroll supporters
- Open lines of communication
- Broaden talent pool
- Become more adaptable to change

Be an Ally and Advocate

Our Next Webinars!

Virtual Leasing: Your Success Depends on It!

**July 23, 2020
1:00pm – 1:30 pm CST**

**Register on
epmsonline.com**



Rachelle Ellington

Our Next Webinars!

Diversity & Bias – Awareness Can Lead to Change

**July 30, 2020
1:00pm – 1:30 pm CST**

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or
epmsonline.com**



Kathy Vance



Questions?

From All of us at Edge2Learn

