COME ONE, COME ALL: PROGRAMMING FOR AN INCLUSIVE NETWORK

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OVERVIEW

- Opening Reflection
- Inclusive Programming Exercise
- Why Inclusive Programming Matters
- Inclusion in Practice: Strategies to Build a More Inclusive Network
We acknowledge that modern societies carry historical and divisive biases based on race, ethnicity, gender, age, disability, sexual orientation, and religion, and we seek to promote awareness and understanding through education and research to mediate and resolve conflicts that arise from these biases in our communities. – UCLA Principles of Community
Thinking about one of your identities...

Recall a time you felt included.

• Who was involved?
• How did you respond?
• How did you feel?
Thinking about one of your identities...

Recall a time you felt excluded.

• Who was involved?
• How did you respond?
• How did you feel?
1. I’m going to read a list of factors that may influence a person’s choice/ability to participate in an event.
2. Raise 3 fingers on one of your hands.
3. Drop a finger for each factor stated that you did not have in your list.
4. When you’re all out of fingers, you can return to resting your hand.
WHY DOES INCLUSION MATTER?

1. Increased sense of belonging among all groups
2. Diverse teams and communities -> Increased Innovation
3. Increased participation of all groups
The facts support the claim:

DIVERSITY MATTERS

Trusted research consistently finds that well-managed diverse and inclusive workplaces make for better business. The impressive list of benefits detailed below represent findings drawn from important global studies positively connecting diversity and business.

Use this graphic and accompanying tool to raise awareness, move toward mobilization and action, and enact change.

39 Reasons Why Diversity Matters

- Better Financial Performance
- Higher Return on Sales
- Higher Return on Equity
- Higher Return on Invested Capital
- Performance That Outperformed Industry Averages
- Higher Operating Results
- Better Stock Growth
- Smaller Gender Pay Gap
- Better Economic Growth
- Greater Social Responsiveness
- Improved Corporate Sustainability
- Lower Risk of Insolvency
- Higher Market to Book Value
- Higher Score of Organizational Excellence
- Increased Firm Value
- Increased Productivity
- Increased Profitability
- Increased Percentage of Women in Line Positions
- Decreased Turnover Intention
- Higher Employee Satisfaction
- Better Corporate Governance
- Better Corporate Oversight
- Higher Level of Board Member Involvement
- Better Board Member Attendance
- Lower Corporate Risk
- Higher Quality CSR Initiatives
- Better Corporate Social Performance
- Improved Corporate Reputation
- Higher Likelihood of Being Considered Ethical
- Higher Customer Satisfaction
- Higher Collective Intelligence
- Higher Social Sensitivity
- Better Problem-Solving Abilities
- Increased Creativity
- Better Performance on Highly Complex Issues
- Increased Innovation
- Increased Knowledge Formation and Patents
- Increased Board Development
- Reduced Conflict

And One More: It's the Right Thing to Do
REAL SCENARIOS FOR INCLUSIVE PROGRAMMING
“DIVERSITY IS BEING INVITED TO THE PARTY. INCLUSION IS BEING ASKED TO DANCE.”

—VERNA MYERS