



DEI

DIVERSITY • EQUITY • INCLUSION

Diversity, equity and inclusion (DEI) is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations. This also covers people with diverse backgrounds, experiences, skills and expertise.

The Cayuga County Convention and Visitors Bureau is committed to fostering an inclusive destination. We encourage and support best DEI practices in all our tourism partners.

Diversity

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.

Equity

Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion

Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all.

Key Takeaway

Diversity is about differences, equity is about providing equal access, and inclusion is about fostering a sense of value and empowerment in employees.

8 Best Practices

TO HELP CHANGE THE WORKPLACE CULTURE

1. Establish a sense of belonging for everyone
2. Empathetic leadership is key
3. A top-down approach isn't enough
4. Quotas don't automate inclusion
6. Maximize joy and connection, minimize fear
7. Forget 'fit' and focus on helping individuals thrive
8. Consider your brand



Source: <https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html>