

DE&I Training 3:

Creating Your DE&I Path

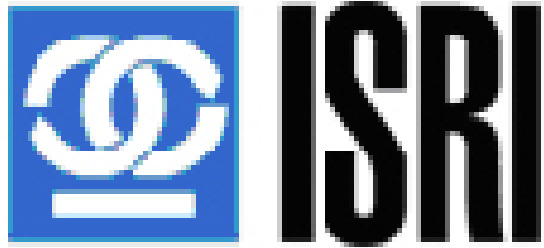
Robyn Afrik



Ottawa County
Diversity, Equity & Inclusion Office



Sponsors



Voice of the Recycling Industry

Institute of
Scrap Recycling
Industries, Inc.



**National
Waste & Recycling
AssociationSM**

Collect. Recycle. Innovate.

Northeast Region

Revolution[®]

DE&I Training Series Planning Committee

- **Dan Schoonmaker & Isabel Soberal, West Michigan Sustainable Business Forum**
- **Cherish Miller, Revolution**
- **Steve Changaris, National Waste & Recycling Association**
- **Stef Murray, Schnitzer Steel Industries, Inc.**
- **Nidhi Turakhia, Allied Alloys**
- **Renee Panetta, City of Troy & NYSAR3's DEI Committee**
- **Willie Johnson, Willie Johnson Communications**

Agenda

Housekeeping

Objectives

Definitions

Activity

Discussion

Q&A

Objectives

Develop a deeper understanding and awareness of diversity, equity, and inclusion.

Analyze the importance of our path and process.

Advance our thinking about DE&I.

Incorporate DE&I into our work lives.

Definition

How do you define diversity?

Definition

How do you define equity?

Definition

How do you define inclusion?



BELONGING in Ottawa County

The Ottawa County Board of Commissioners
has established the following VISION
statement:

“Where You Belong”

Ottawa County DE&I Recommendation



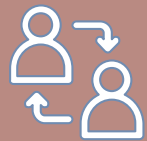
Diversity

- Diversity is the representation
- Measured through numbers
- Tracked by race, gender, sexual identity, age, education, or economic background.



Belonging

- Belonging is the *ongoing* culture created to have all people feel welcome across difference. It's manifested in relationships, conversations, physical space, and written word. – Dr. Darnisa Amante
- Belonging is the *emotional outcome* that people want in their organization - Christianne Garofalo



Inclusion

- Inclusion is the participation, a *behavior*.
- Achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.



Equity

- Equity requires the examination of structures & systems that have traditionally impacted disparities of historically underrepresented groups.
- Equity *prioritizes* D&I.
- Equity is different from Equality.



Another Perspective



Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

- Arthur Chan

BELONGING

is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

~ Dr. Darnisa Amante

CONVERSATIONS



RELATIONSHIPS



PHYSICAL SPACE



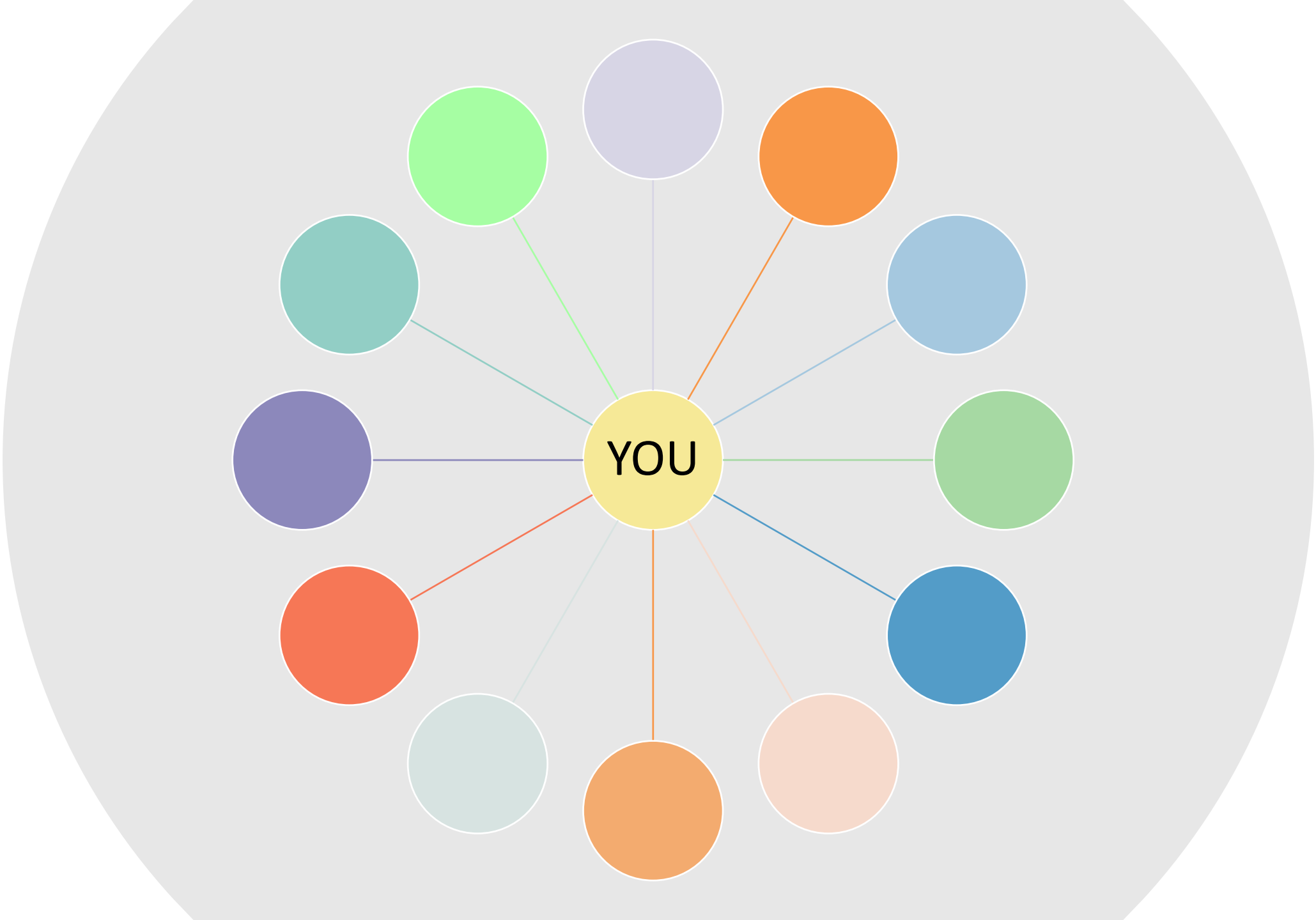
WRITTEN WORD

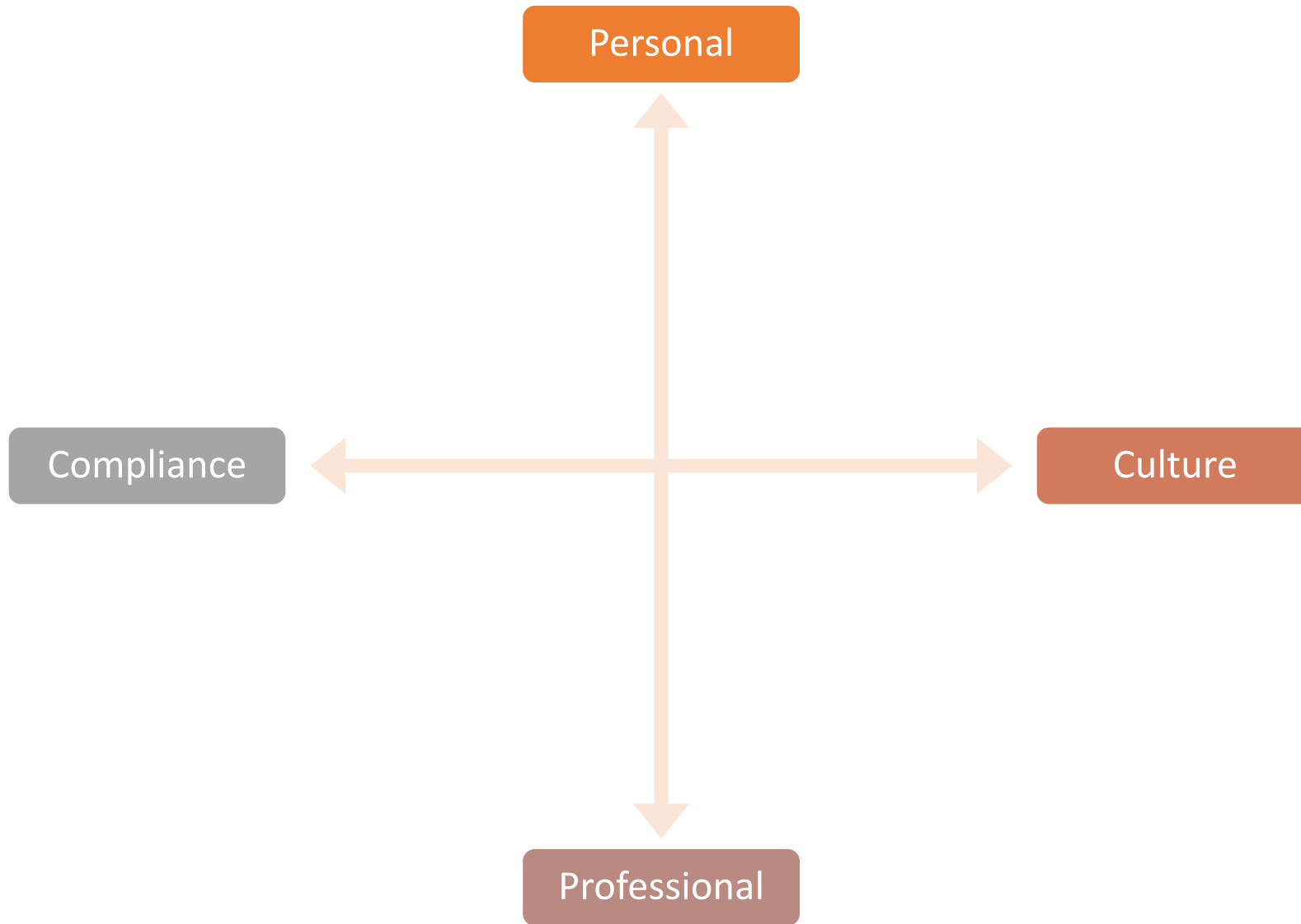


Small Group Activity

What is the process and path on your DE&I journey?







Poll

Does your workplace have a statement about your organization's values?

My PART

- P -
- A -
- R -
- T -

Final Discussion Q&A



Ottawa County[®]

Diversity, Equity & Inclusion Office

Phone: (616) 994-4755
12220 Fillmore Street
Room 310
West Olive, MI 49460

<https://www.miottawa.org/Departments/Diversity/>