



Diversity, Equity, and Inclusion

Diversity, equity, and inclusion are three closely linked values held by many that are working to be supportive of different groups of individuals, including people of different races, ethnicities, religions, abilities, genders, and sexual orientations. A focus on diversity alone is insufficient because a sense of belonging (inclusion) and experience of fairness (equity) is critically important in ensuring an equitable and inclusive space.

BACKGROUND:

Please review the following resources:

- [OSU Diversity Resources and Trainings](#)
- [Diversity, Equity, and Inclusion \(DEI\) Online Training Courses- LinkedIn](#)
- [Implicit Bias, Microaggressions, and Stereotypes Resources- National Education Association.](#)
- [8 Reasons Why Diversity And Inclusion Are Essential To Business Success- Forbes](#) AND [Getting Serious About Diversity: Enough Already with the Business Case- HBR](#)
- [Why Is Diversity and Inclusion Important? - LinkedIn](#)

DISCUSSION:

FOR THE MENTOR:

- What are questions you can ask during the interview process to understand a company's commitment to DE&I? Have you been in a work environment in which there was a strong commitment to DE&I (and similarly, one in which DE&I was not valued)? What are the benefits of working with others from backgrounds dissimilar to your own? Have you identified any of your own biases and how have you addressed/prevented them? What are ways in which you can broaden your perspective and learn from others outside the workplace/classroom?

FOR THE MENTEE:

- What does belonging mean to you; have you ever been in a situation in the classroom or job/internship where you felt you didn't belong? What are aspects of your identity (physical, cultural, spiritual, emotional, etc.) that are most important to you? What are the benefits of working with others from backgrounds dissimilar to your own? Have you identified any of your own biases and how have you addressed/prevented them?