

Diversity, Equity & Inclusion

SESSION PANEL



John Lovell

*Technology
Director*
A4L Community



Karen McCredie

Executive Director
EducationPlannerBC



Felicia Perez

Managing Director, Product Manager
Information as a
Product Program,
National Student
Clearinghouse



Jen Sauro

Product Manager
Infinite Campus



Michael Sessa

President Emeritus
PESC
Moderator

What is DEI and why is it important?

Diversity, Equity & Inclusion (DEI or EDI)

- Values
- Laws & Regulations
- Standards
- Policies
- Practices

DEI
EDI

Equity, diversity, and inclusion (EDI) is a conceptual framework that ***promotes the fair treatment and full participation of all people***, especially populations that have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.

From [American Psychological Association](#):

§ **Equity** involves providing resources according to the need to help diverse populations achieve their highest state of health and other functioning.

§ **Diversity** refers to the representation or composition of various social identity groups in a work group, organization, or community.

§ **Inclusion** strives for an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences.

DEI programs are an essential aspect of building engaged and happy employees. Organizations with strong diversity climates are ***more likely to have employees with increased job satisfaction, higher levels of trust, and are more engaged.***

From [California Employers Association](#):

Within the LGBTQ+ community,
DEI lives side-by-side with
Gender Identity
Gender Expression &
Sexual Orientation
but has additional and
unique characteristics.

PANEL QUESTION

How do you and/or your organizations view DEI and what steps, activities or efforts are being undertaken?

PANEL QUESTION

Are there differences between K12 and postsecondary? We may be aware of certain state and provincial laws and policies, are they all different? How does the role of the 'parent' change between sectors?

PANEL QUESTION

Let's drill down on this topic a bit more. How are organizations preparing and/or responding to the needs of customers, students, learners? Are there examples you can share?

PANEL QUESTION

Is the right data being collected? Has data management become more complicated in adhering to privacy and security when passing data along or reporting data via mandate? What trends do you see?

Q & A

Thank you!