

DEI - Diversity, Equity, Inclusion

Diversity is the presence of differences within a given setting. **Equity** is the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual. **Inclusion** is the practice of making people feel a sense of belonging at work.

Some examples:

- [*Gender diversity*](#): What makes up the composition of men, women, and nonbinary people in a given population?
- [*Age diversity*](#): Are people in a group from mostly one generation, or is there a mix of ages?
- [*Ethnic diversity*](#): Do people in a group share common national or cultural traditions, or do they represent different backgrounds?
- [*Physical ability and neurodiversity*](#)

While equality assumes that all people should be treated the same, equity takes into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal.

Companies that are intent on recruiting a diverse workforce must also strive to develop a sufficiently inclusive culture, such that all employees feel their voices will be heard.

On June 25, 2021, President Biden released Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. This executive order seeks to create a government-wide initiative to promote diversity, equity, inclusion, and accessibility (DEIA).

The term "diversity" means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

Some examples of top DE&I initiatives for the workplace include:

- Celebrating diverse holidays.
- Issuing an inclusive statement from your CEO.
- Establishing mentorship programs for underrepresented groups.
- Publishing a diversity video on your website.
- Revising your employee value proposition.

Top 5 Barriers to DEI Program Implementation

1. Lack of Goals and Metrics.
2. Inadequate Training.
3. No Buy-In from Leadership.
4. Budgetary Restrictions.
5. Cultural Resistance.

What companies have failed at DEI?

Most recently, Walmart, Netflix, and Wells Fargo have all been facing criticism and backlash from consumers and employees for their failed DEI.

March 31, 2023

The Missouri Chamber of Commerce and Industry is standing up against government overreach into the training standards of private health care providers and the diversity, equity and inclusion efforts of all private businesses.

In the House, Rep. Doug Richey (R-Excelsior Springs) has added anti-DEI language to every budget bill. The amendments ban state government spending on staff, vendors, consultants and programs associated with diversity, equity and inclusion.

The Missouri Chamber is strongly opposed to this anti-business mandate which would threaten private companies' contracts with the state.

Your opinion of Diversity, Equity, Inclusion?

From a white perspective? From a minority perspective?

Is DEI good in the long run for the U.S.?

Is it okay to mandate DEI for private businesses?

Is the government mandating more and more rules affecting our daily lives?