



Diversity, Equity, & Inclusion

An Ethics Discussion

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Housekeeping & CPE

- *1 hour Ethics CPE*
- *3 Polling Questions*
- *Q & A session at the end of presentation*

Disclaimers

- The views and opinions expressed in this presentation are my own, not those of Atlanta Public Schools
- I am not authorized to speak on behalf of Atlanta Public Schools

What is Ethics?

Moral principles that govern a person's behavior or the conducting of an activity.

Also called **moral philosophy**, the discipline concerned with what is morally good and bad and morally right and wrong.

Ethics & the Role of Internal Auditors

- IIA Code of Ethics
- Organization & Departmental Ethics Requirements
- Auditors must be unbiased, free from conflicts of interest, exhibit honesty
- Establishes Trust → Increases Public and Stakeholder Confidence → Catalyst for Change →

Drive Value

Definition of Diversity

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Diversity breakdown

Social – Family background, Education, Financial Status

Ethnic – Black, Native American, Hispanic, Indian, Asian, White, etc.


Gender (or Gender Identity) – Male, Female, Trans-man, Trans-woman, Non-binary, Latinx, Two-spirit

Sexual Orientation – Straight, Gay, Lesbian, Bi-sexual, Asexual, Pansexual, Poly, etc.

Other Markers – Veteran, Disabled, Religion, etc.

Polling Question #1

Is the leadership team (Management and Board of Directors) at your organization diverse?

- A. Yes, we're on par for the course!**
- B. Umm....we've got a little work to do.**
- C. () ...Not sure.**

Definition of Equity

The quality of being fair and impartial

Equality vs. Equity

Equality



Equity



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Source:
<https://momentousinstitute.org/blog/equity-why-talk-about-it-with-children>

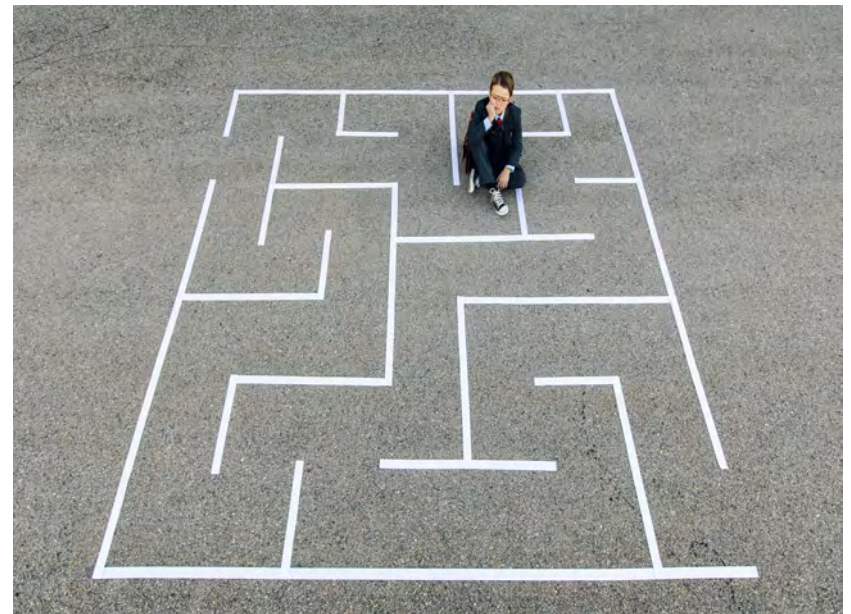
Common areas of Inequity

Interview Questions

Pre-Employment Skills Test

Compensation

Performance Evaluations



Polling Question #2

Does your organization have a Diversity, Equity, & Inclusion department?

A. Yes

B. No

C. Not sure

Definition of Inclusion?

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

What does Inclusion feel like?

Feeling comfortable at work

Feeling welcome

Confident to be themselves

Feeling valued and respected

Safe space

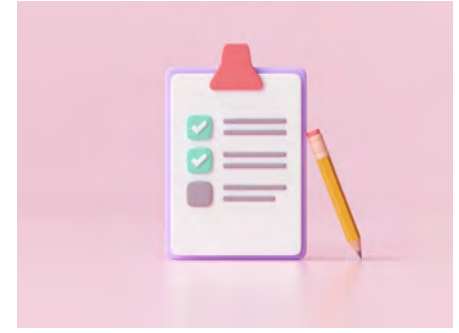


ESG

Environmental, Social, & Governance

ESG refers to specific nonfinancial data designed to be used by investors, donors, consumers, and workers for evaluating the material risk that the organization is taking based on the externalities it is generating. The data produced can also be used within an organization as metrics for strategic and managerial purposes.

Example ESG Factors



Polling Question #3

Has your Internal Audit Department audited your organization's Diversity, Equity, & Inclusion program?

- A. Yes, we can check that box!
- B. Not yet, but it's in the plan.
- C. Nope, not on the radar!
- D. Not sure, (🙄) voluntarily talk to the auditors??

Improving Diversity

- **Post to job boards for diverse candidates**
- **Evaluate diversity amongst executives**
- **Update policies and procedures**
- **Dress Code**
- **Flexible work schedule**
- **Training**
- **Social media & website**



Improving Equity

- **Accommodate different learning styles**
- **Professional development & training needs**
- **Accessible job descriptions**
- **Skill-based hiring**
- **Financial or recognition-based incentives**
- **Equal Benefits**
- **Continuous re-evaluation of policies and practices**



Inclusion Opportunities

Management (Decision-making) Positions

Policies & Procedures

Collaborative environment

Offer development opportunities

Be aware of religious holidays for all cultures



Audit Program Drivers

- Policies and Practices around hiring, promotion, performance evaluation
- Company materials (Training, Brochures, Educational Case Studies) – Do they only paint one picture?
- Website imagery – Does it reflect the current workforce?
- Biased language in job descriptions
 - Certain words attract certain people or put them off (i.e., high-achiever, ambitious)
- Interview questions, Skills Rubrics, Algorithms, etc.
- Employee Handbook & Benefits Documents
- Showcasing specific programs or Affinity Groups
- Organizational Leadership (i.e., employee surveys, homogenous group leadership has blind spots)
- Data Analytics: Hiring & Promotion rates (different demographics); Equal Pay; Organization-wide demographics or individual units and/or locations
- Policies around events and incentives

DEI Benefits

✓ Increased Profit Margins

According to Gallup, increased employee engagement can boost profits by an average of \$2,400 per employee per year.

✓ Increased Returns

Research by McKinsey shows that companies that actively promote diversity and inclusion strategies are 35% more likely to achieve above-average returns – with business performance increased by 31%.

--LinkedIn

✓ Boosts Innovation & Creativity

On average, companies that promote inclusive work environments generate a third of their revenue from innovative products and services. Companies that don't, generate less than a quarter in the same way. --LinkedIn

✓ Boost Employee Engagement & Retention

Diverse and inclusive workplaces experience higher levels of engaged workers, which automatically leads to better job performance and increased productivity. --LinkedIn

✓ Increased Marketplace Visibility


When a company has a diverse culture, it invites and accepts more viewpoints, allowing it to reach a wider audience and giving it an advantage over competitors with a homogenous culture and fewer perspectives.

--Forbes.com

THANK YOU!

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