

Equity Information Sheet

Equity Definitions

1. Proactively creating environments that maximize the likelihood of success for a diverse array of individuals.
2. Providing employees with fair and equal opportunity based on their needs. This does not always mean treating people the same (*equality*) but providing support based on necessity and individual circumstances (*equity*).

Equity Benefits

1. Increased work quality and productivity
2. Enhanced communication
3. Decreased conflict
4. Decreased employee turnover
5. Being seen as an “employer of choice”.

Sample Employee Engagement Questions

1. Do you feel comfortable contributing ideas and opinions in the workplace?
2. Do you feel like you can be your true self in this organization?
3. Do you have the tools and resources you need to be successful in this organization?

Example Employee Resource Groups

1. Abilities First
2. African American
3. Asian
4. Generations
5. Latino
6. Prism (LGBTQ)
7. Veterans
8. Women
9. Raise Meditators

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Diversity Brand

The specific steps you have taken to empower diversity in the workplace such as *diversity recruitment and retention, learning and development, employee resource groups (ERGs), a DEI values statement, and formal mentoring programs.*

5 Behaviors of High-Value Mentors

1. Listens **actively**
2. Creates clear expectations
3. Sets specific goals
4. Fosters independence
5. Promotes professional development

5 Key Confidant Behaviors

1. Listens and responds with empathy
2. Trustworthy
3. Non-judgmental
4. Patient
5. Optimistic