



**GULF STATES**  
CHAPTER

**DIVERSITY EQUITY INCLUSION**

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# What is Diversity, Equity, and Inclusion?

**Diversity:** “includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.”

<https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>



**Equity:** "is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society."

<https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>



**Inclusion:** "is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity."

<https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>





# How Can DE&I Enhance an Organization?

- Diversity creates the potential for greater innovation and productivity.
- Inclusion is what enables organizations to realize the business benefits of this potential.
- Equity refers to fair treatment in access, opportunity and advancement for individuals. Work in this area includes identifying and working to eliminate barriers to fair treatment for disadvantaged groups

<https://www.shrm.org/resourcesandtools/tools-and-samples/hr-forms/pages/guide-to-developing-a-strategic-diversity-equity-and-inclusion-plan.aspx>



# MPI Gulf States Chapter DE&I Mission Statement



MPI Gulf States Chapter is making the commitment to their members to create a diverse and inclusive environment by consistently learning and educating our members, ensuring that all our members feel welcome and heard, and by working with our community to grow and ensure a safe and healthy industry.





# How?

- The DE&I Committee will work with the Education committee to make a commitment to creating content for our education events and seminars that will be mindful of DE&I initiatives and give our members the knowledge to create and carryout these initiatives in their day-to-day practices.
- The DE&I Committee will work with our Special Events committee to make sure our networking and special events are a place where all members and nonmembers feel welcome and included. The Special events committee will also make a commitment to work with a diverse group of vendors to make sure all our members are represented.
- The DE&I Committee will work with our Membership committee to ensure our members are seen and heard. The Membership committee will also work with diverse organizations to recruit and grow a diverse membership.
- The DE&I Committee will work with our Communications committee to make sure that content is mindful and respectful of others.
- The DE&I Committee will look to reach out, assist, and support organizations that look to enhance and grow the community.
- MPI Gulf States Chapter will hold themselves accountable to initiatives by putting them into practice by implementing them in our business plan.





# Resources

- <https://www.mpi.org/tools/equality-and-justice-resources>
- <https://www.mpi.org/blog/article/strong-diversity-and-inclusion-efforts-will-help-our-industry-recover>
- <https://www.usf.edu/business/certificates/diversity-equity-inclusion/>
- [https://www.mpi.org/docs/librariesprovider15/default-document-library/dei-event-checklist-guidelines-2021.pdf?sfvrsn=9421b85a\\_0](https://www.mpi.org/docs/librariesprovider15/default-document-library/dei-event-checklist-guidelines-2021.pdf?sfvrsn=9421b85a_0)



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*“Diversity is being invited to the party; inclusion is being asked to dance.”*

- Verna Myers