

MANAGING EQUITY AND DIVERSITY: AN OUTLOOK FOR THE FUTURE."

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- Peter Mapigano is the CEO, Epvate & Fortune International Consulting Ltd
- Peter has been Director of Human Resources and Leadership between the years 2012 to 2019, Training & Development Leader and General Manager of TPB Bank PLC. Joined TPB 2 May 2012.
- Peter has over 15 years of experience in strategic Human Resources, Performance Management, Change Management, Organizational Development, Human Resource Policy Development and implementation, Industrial Relations, Human Resources Consultant and Leadership and Management Trainer. .
- Peter has worked in different industries such as Telecommunications (Vodacom), Mining (African Barrick Gold Mine Bulyanhulu Limited), Land College, and Clearing & Forwarding. Peter has also been a Teacher at Tabata Kimanga Secondary School teaching History, English, and Social Studies between 2000 - 2002. Peter has also been a consultant and trainer with the Tanzania Bank Employees Institute (TIOB), the Union of Savings Banks for East Africa (ASBEA), TAGLA, NIP, Umoja Switch and has been very important on human resources platforms in Tanzania, Kenya, Uganda & Zanzibar.
- Peter is also a motivational speaker and youth mentor and coach on leadership, life skills and management.





Epyate & Fortune International Consulting

- A Management Consulting Company with a mission to support organizations, leaders and professionals to be more effective and efficient in executing their own mission.
- Offers Training, Consultancy and Outsourcing Services in Human Capital, Strategy, & Digital Solutions for Organizations.
- Directors with more than 35 combined years of experience and more than 200 clients in Private Sector, Public Sector and Nonprofits (locally and internationally).
- More than 20 staff on core function and 200 in outsourced assignments.
- More than 60 consultants serving on various types of assignments
- HQ at PSSSF Commercial Complex, Sam Nujoma Rd, Dar es Salaam, Tanzania.

Outline



What does it entail Equity & Diversity?

Why is it an issue now than before?

Who are the Key Stakeholders in making this happen?

What does Research say about Equity & Diversity?

What could be the relationship between Equity & Diversity and Business?

What could be the position of HR landscape and Business landscape in Equity & Diversity?

Let's
Jump
Right In?



Pulse Check



Among these ones, which one isn't the component of Equity and Diversity?

- A. Diversity
- B. Equity
- C. Inclusion
- D. Belonging
- E. Business



From a Strategic HR perspective, Is Equity & Diversity an HR subject or a Business Subject?

- A. HR Subject
- B. Business Subject
- C. Developmental subject
- D. Gender subject
- E. Millennial subject
- F. Compliance subject



Why is it that Equity & Inclusion a phenomenon now than before?

- A. History
- B. Organizational Effectiveness
- C. World Economic Order
- D. Development
- E. Human Rights
- F. Peace & Tranquility
- G. Humanitarian Factors



Who is the Main Change Agent as far as Equity & Inclusion in workplaces is concerned?

- A. Human Resources Dept
- B. Top Management
- C. Board of Directors
- D. Compliance Dept
- E. Legal Dept
- F. Finance Dept
- G. Business Dept
- H. Entire Organization



Who is the Change Sponsor as far as Equity & Inclusion in workplaces is concerned??

- A. Human Resources Dept
- B. Top Management
- C. Board of Directors
- D. Compliance Dept
- E. Legal Dept
- F. Finance Dept
- G. Business Dept
- H. Entire Organization



What do you think could be the HR position in Business in this Modern era?

- A. Support Function
- B. Business Partner
- C. Business Driver (Business Leader)
- D. Business Change Agent
- E. Business Strategists
- F. Change Agent

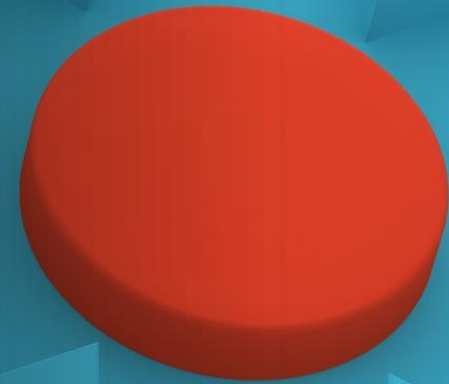




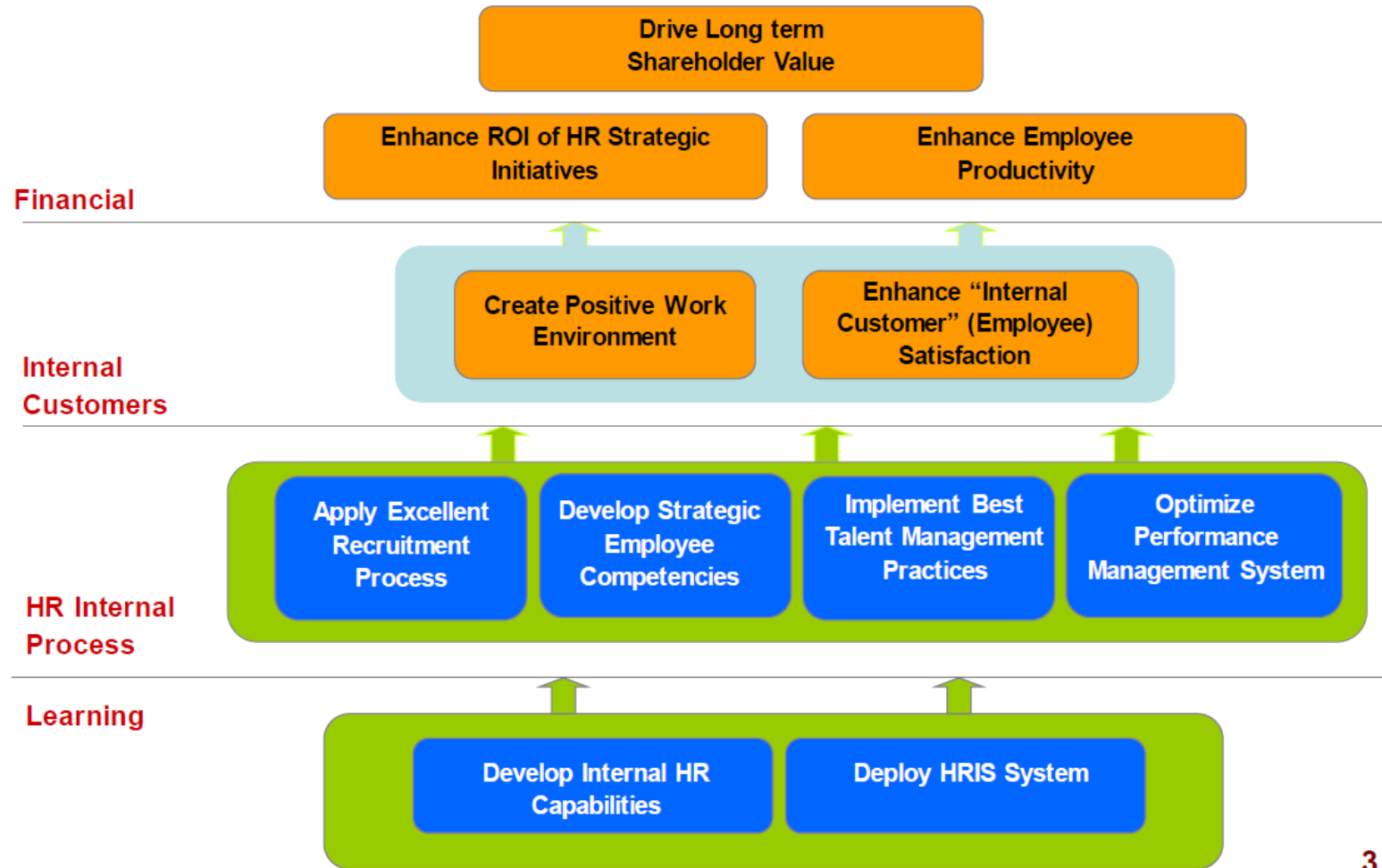
What is the Foundation of Equity & Inclusion in Modern Corporate Organizations?



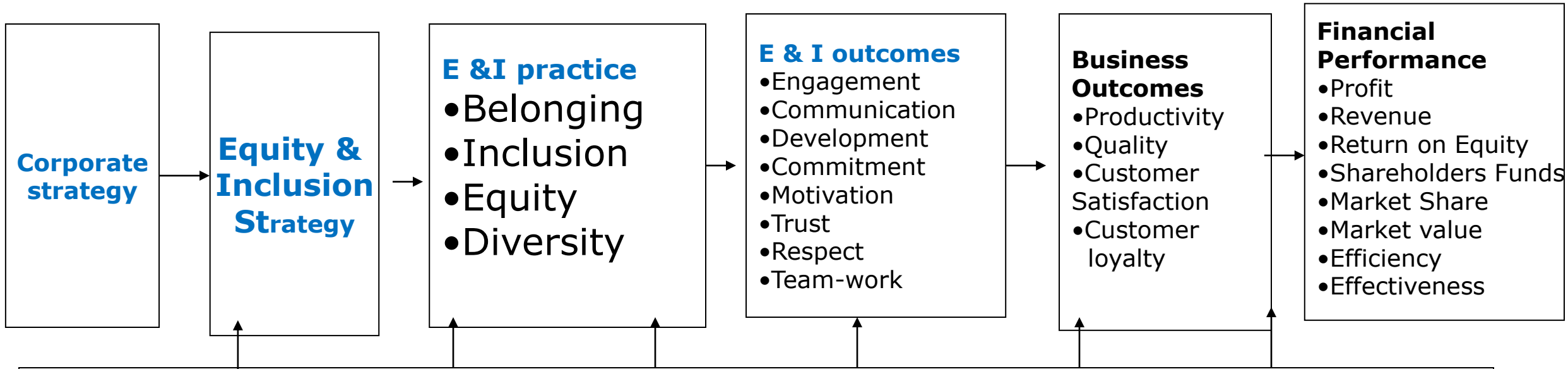
Organizational Effectiveness



HR Strategy Map



Equity & Inclusion Should align with Corporate Strategy

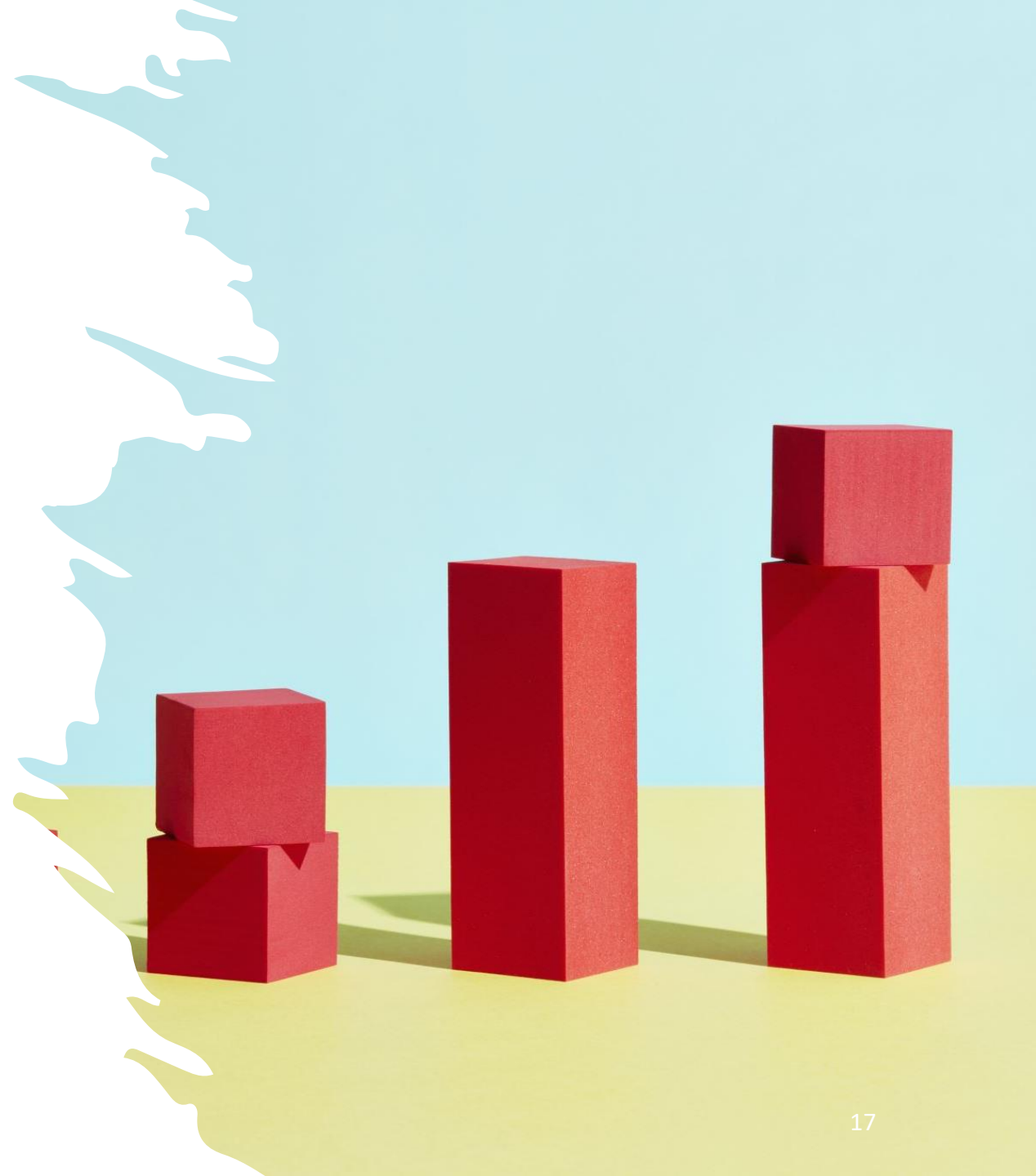


Contingency variables: Internal context – **size, sector, technology, employee, culture**; External context–**competition, economic, social, legal, technology, political and environment**

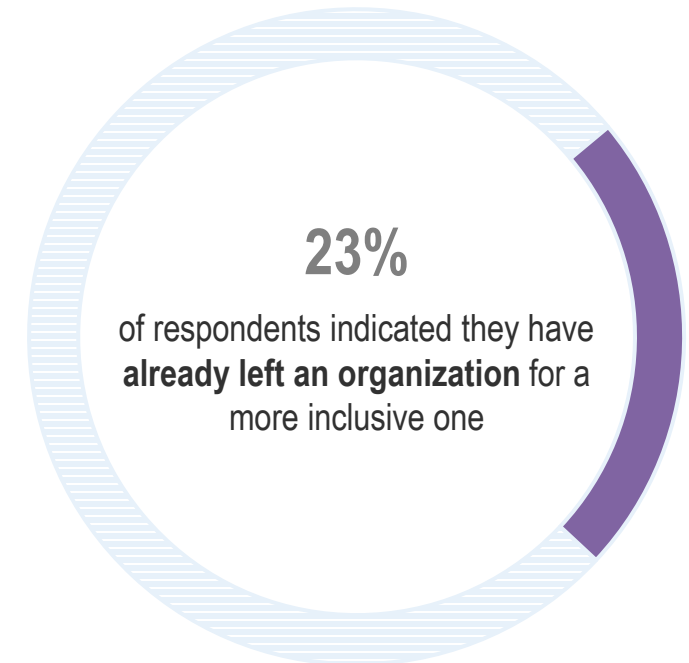
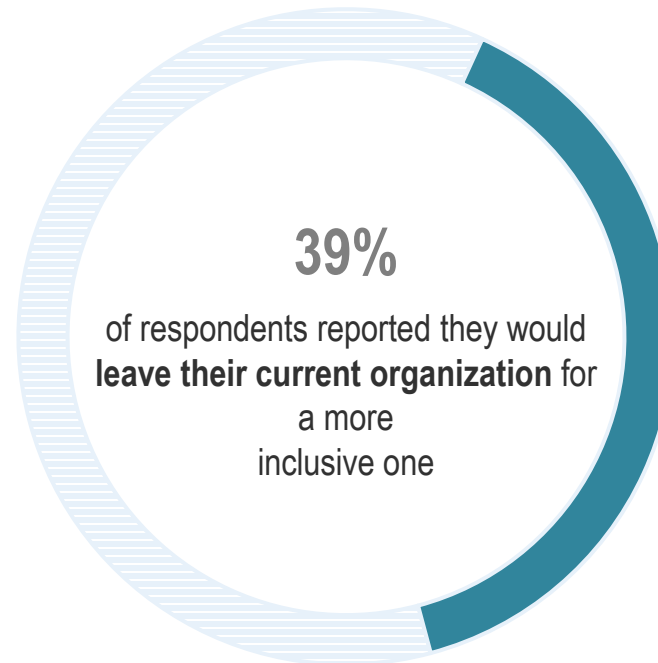
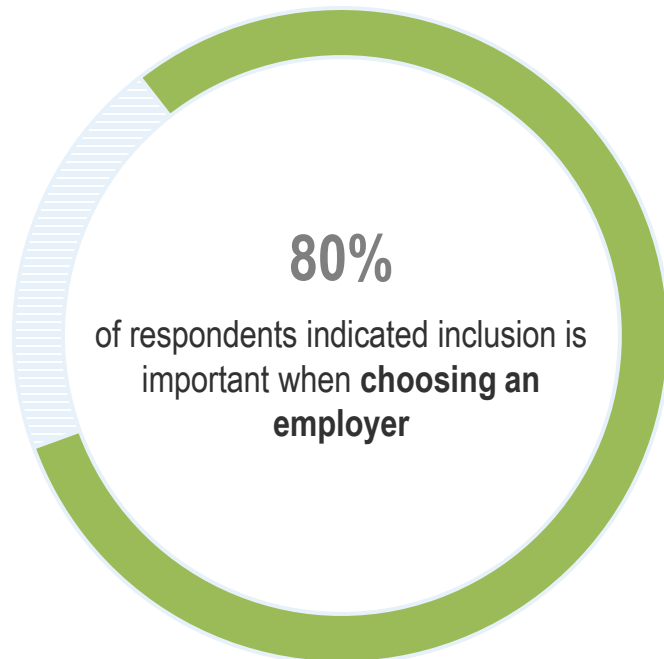
Diversity, Equity, Inclusion and Belonging (also known as DEIB) is becoming increasingly important and integral to the long-term success and growth of a company.

A McKinsey study showed that companies in the top quartile for diversity are 36% more likely to outperform their industry medians' financial returns.

In addition, *a report found that almost 80% of employees expect their leadership team to implement and improve DEIB initiatives to create meaningful change at work.*

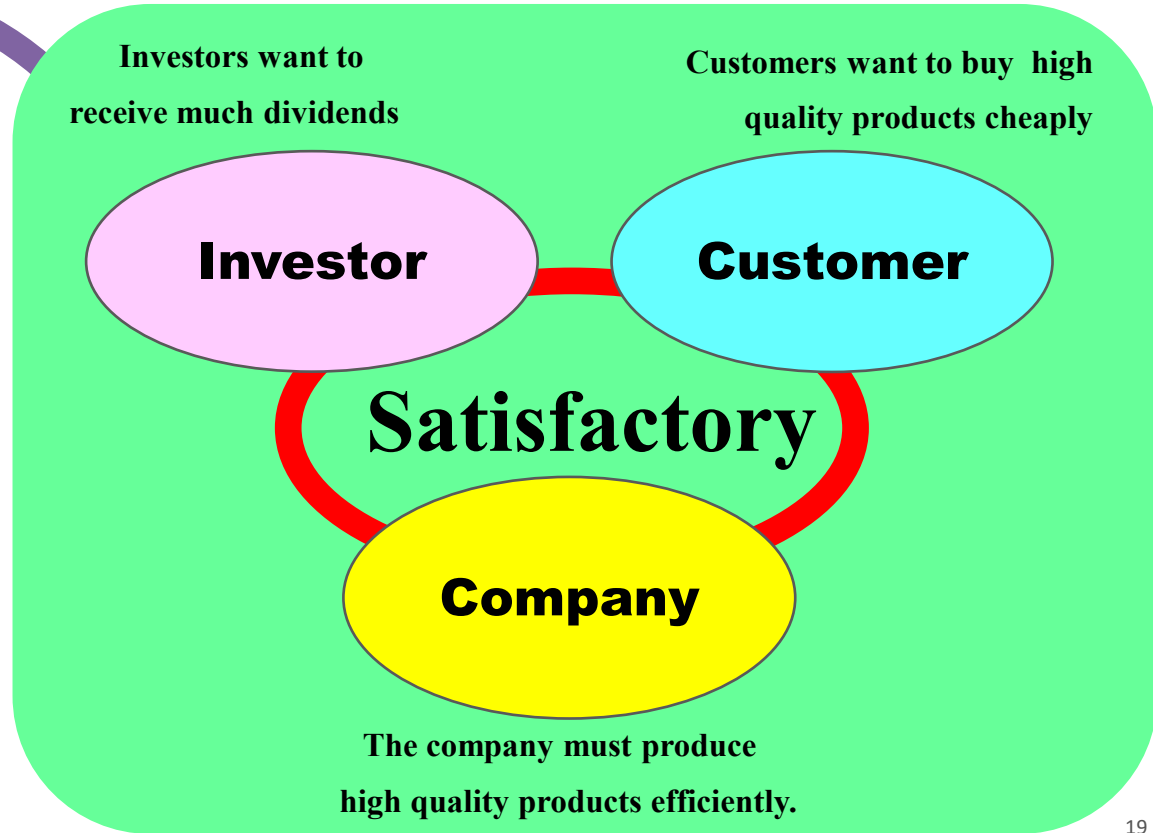


Research on DEI



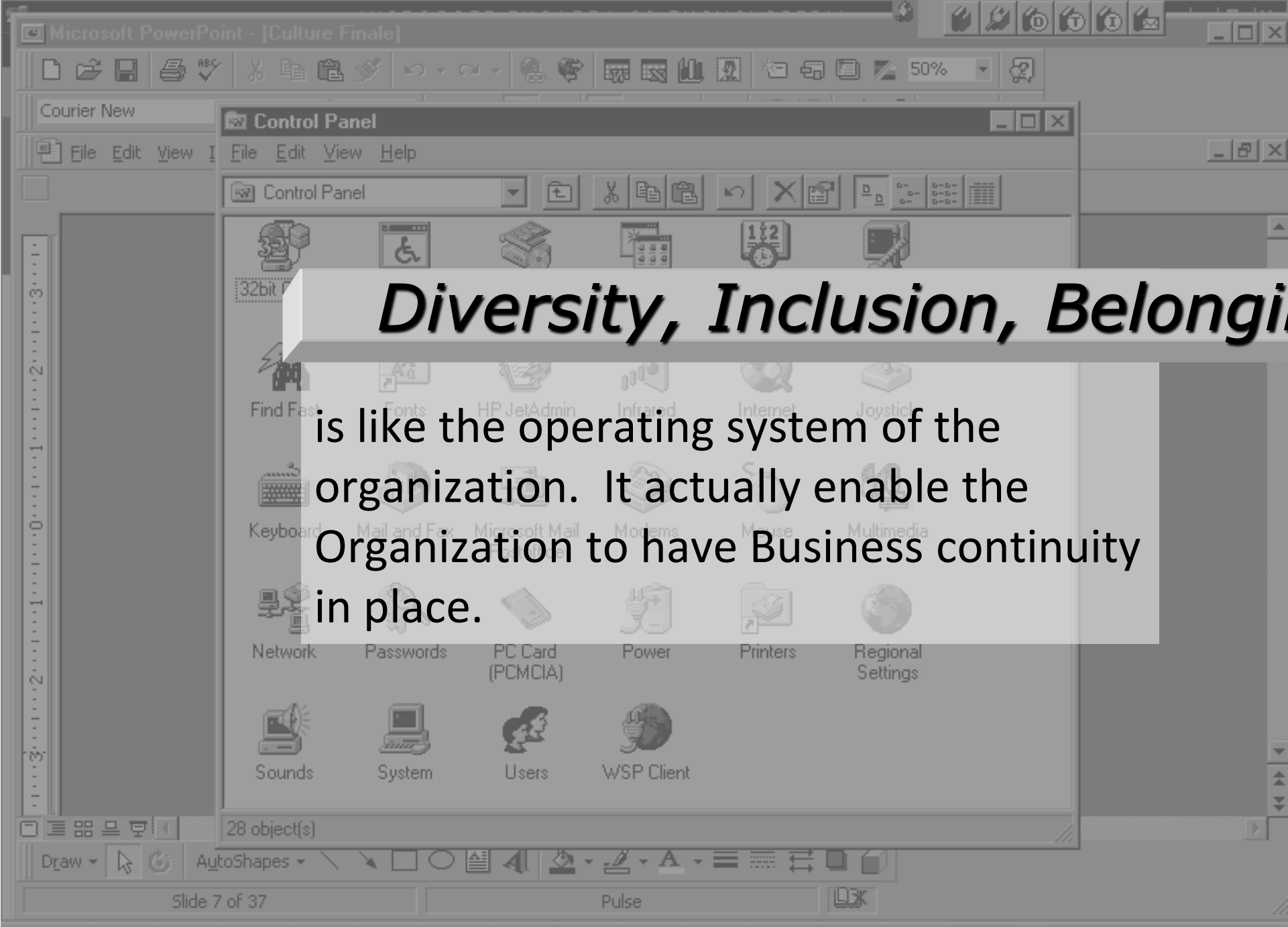
*Note: The information presented on this presentation is based upon 1,300 US professionals of all levels, ages, genders, races, ethnicities, and sexual orientation. For a description of the full methodology, please refer to the paper on www.deloitte.com/us/unleashing-inclusion

Stakeholders' Expectations a Key for Equity & Diversity

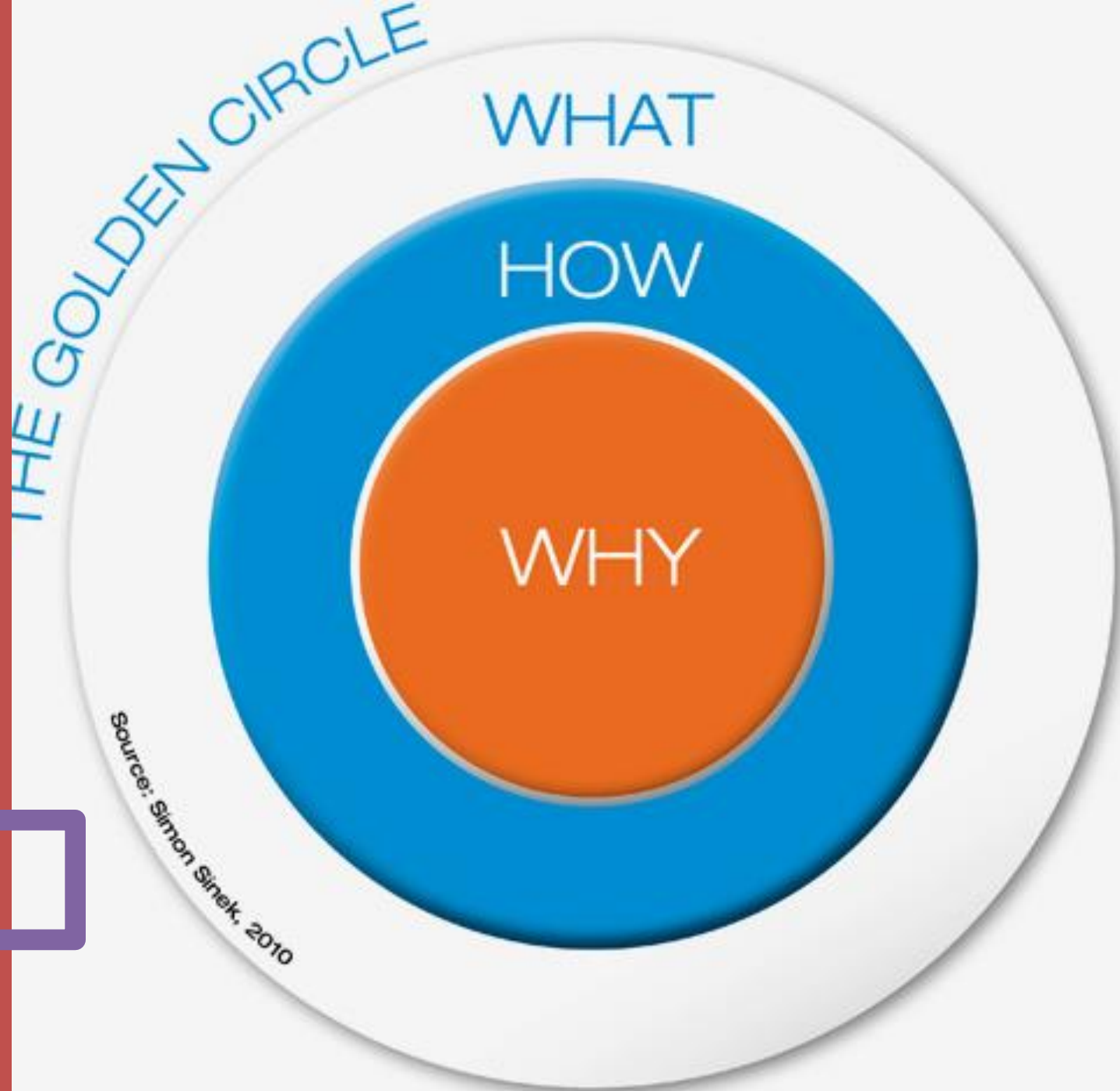


Diversity, Inclusion, Belonging

is like the operating system of the organization. It actually enable the Organization to have Business continuity in place.



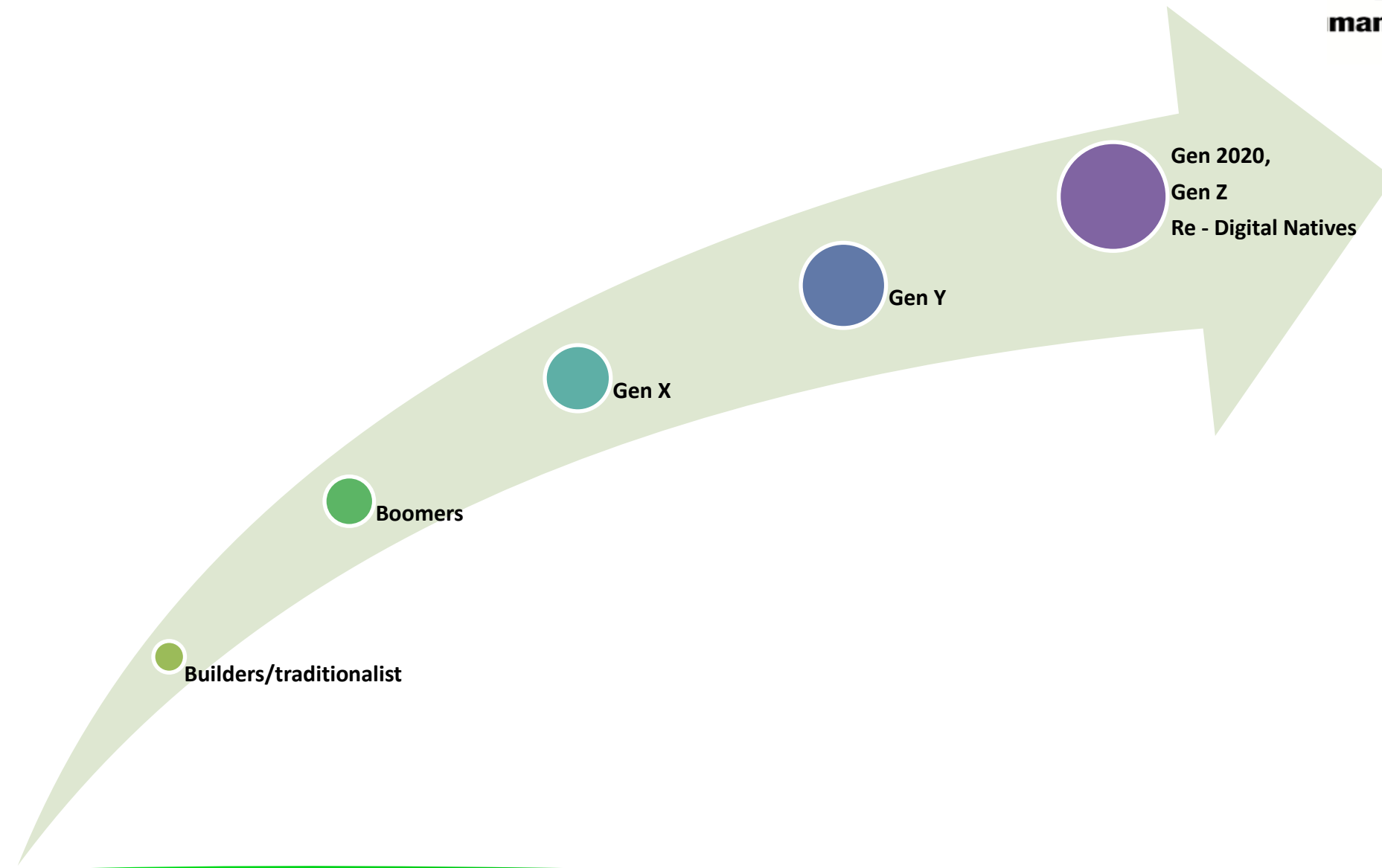
There is a belief
that when
everything
starts with Why
everything
changes



Generations at Workplace



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Builders/traditionalist

Boomers

Gen X

Gen Y

Gen 2020,
Gen Z
Re - Digital Natives

Generation Y
(ages under 30)



- Techno savvy & connected 24/7
- Optimistic
- Confident
- Comfortably self-reliant
- Entrepreneurial
- Success-driven
- Inclusive
- Environmentally minded

Generation X
(ages 30-44)



- Skeptical
- Pragmatic
- Adaptable
- Self-reliant
- Informal
- Techno literate
- Diversity-minded
- Focused on today

Baby Boomers
(ages 45-64)



- Competitive
- Optimistic
- Driven to achieve goals
- Focused on their children
- Judgmental of differing opinions
- Political

Veterans
(ages 65 & older)



- Disillusioned
- Reactive
- Cynical about institutions
- Realistic
- Pragmatic
- Risk-taker
- Critic



EPIC GENERATION

E---Experiential- Millennials are experiential in their learning they aren't looking for a polished and professional speaker...

P---Participatory - When millennials can see how their action affects an outcome, they get fired up and motivated to make the outcome even better!



EPIC GENERATION

I---Image rich- Between Facebook, Instagram, Twitter, and Snapchat, millennials have images every time they look at their phone. Special attention should be placed on that specific trend that has become a vital part of millennials lifestyle. As leaders, if we are not on social media, we are missing out on a connection with the largest generation in communities today

EPIC GENERATION

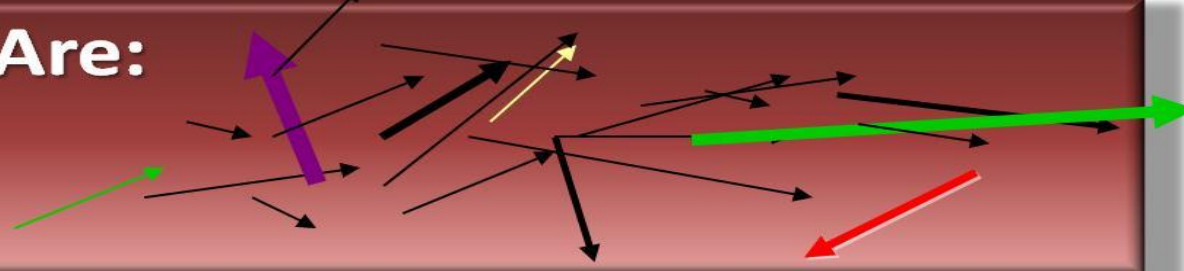
C---Connected- With their cell phones, they have a constant connection with the world around us and their circle of friends. These generations understand the immense power of connection. They know that with one tweet or one snapchat they could go viral. Anything they say or do could be viewed by millions upon millions of people across the globe.



**Managing Equity And
Diversity: An Outlook
For The
Future." Starts With 5
Critical Business
Questions In Modern
Corporate
Organizations?**



Where We Are:



Where We Want to Be:



How do we get there?

How will we know if we are on track toward our intended destination?

What is in It for Me (WIIFM)?

Intro: What do you think it entails Managing Equity And Diversity: An Outlook For The Future?



Equity



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Equity refers to fairness and impartiality in treatment, access, and opportunities.

In the context of equity, the focus is on ensuring that all individuals have what they need to thrive, regardless of their background, identity, or circumstances.

This might involve identifying and addressing systemic barriers and inequalities to ensure everyone has equal access to resources, opportunities, and outcomes.


Equity acknowledges that different people may require different levels of support to achieve similar levels of success.

Diversity

Diversity refers to the presence of a wide range of human differences within a particular group, organization, or community.



These differences can encompass aspects such as race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, religion, nationality, and more.



Embracing diversity involves recognizing, respecting, and valuing these differences, as well as promoting inclusivity and representation across various dimensions of identity.

Inclusion

A sense of belonging. A process that engages each individual and makes people feel valued as being essential to the success of an organization

Diversity

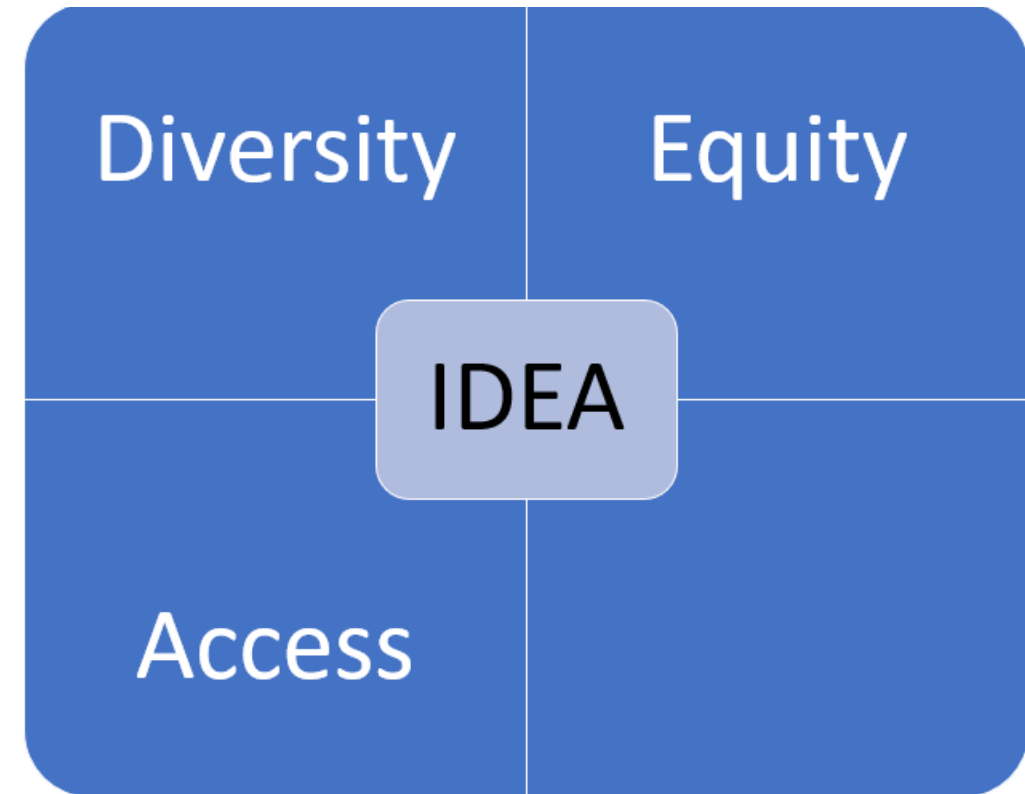
Any dimension that can be used to differentiate groups and people from one another

Equity

Creating fairness by providing people with individualized resources, treatment, and support in order to compensate for differences between individuals

Access

Equitable access to services, equipment, and accommodations necessary for productivity in the workplace



Equality:
The assumption is that everyone benefits from the same support.
This is considered to be equal treatment.

Equity:
Everyone gets the unique **support they need to be successful.**



Equity is the active removal of barriers to promote fair treatment, opportunity, and advancement for all regardless of background.

"Equality is giving everyone a shoe.

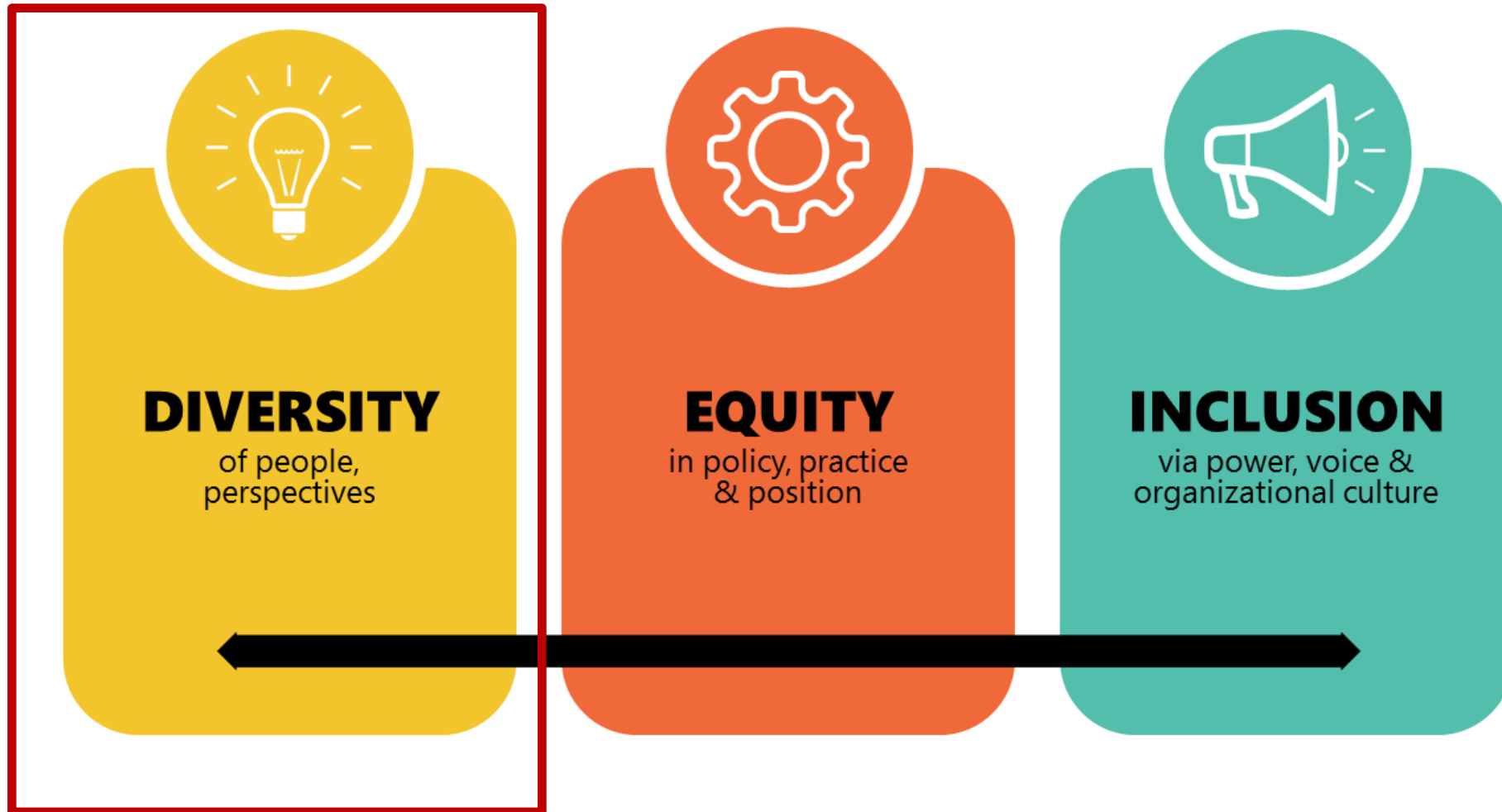
Equity is giving everyone a shoe that fits."



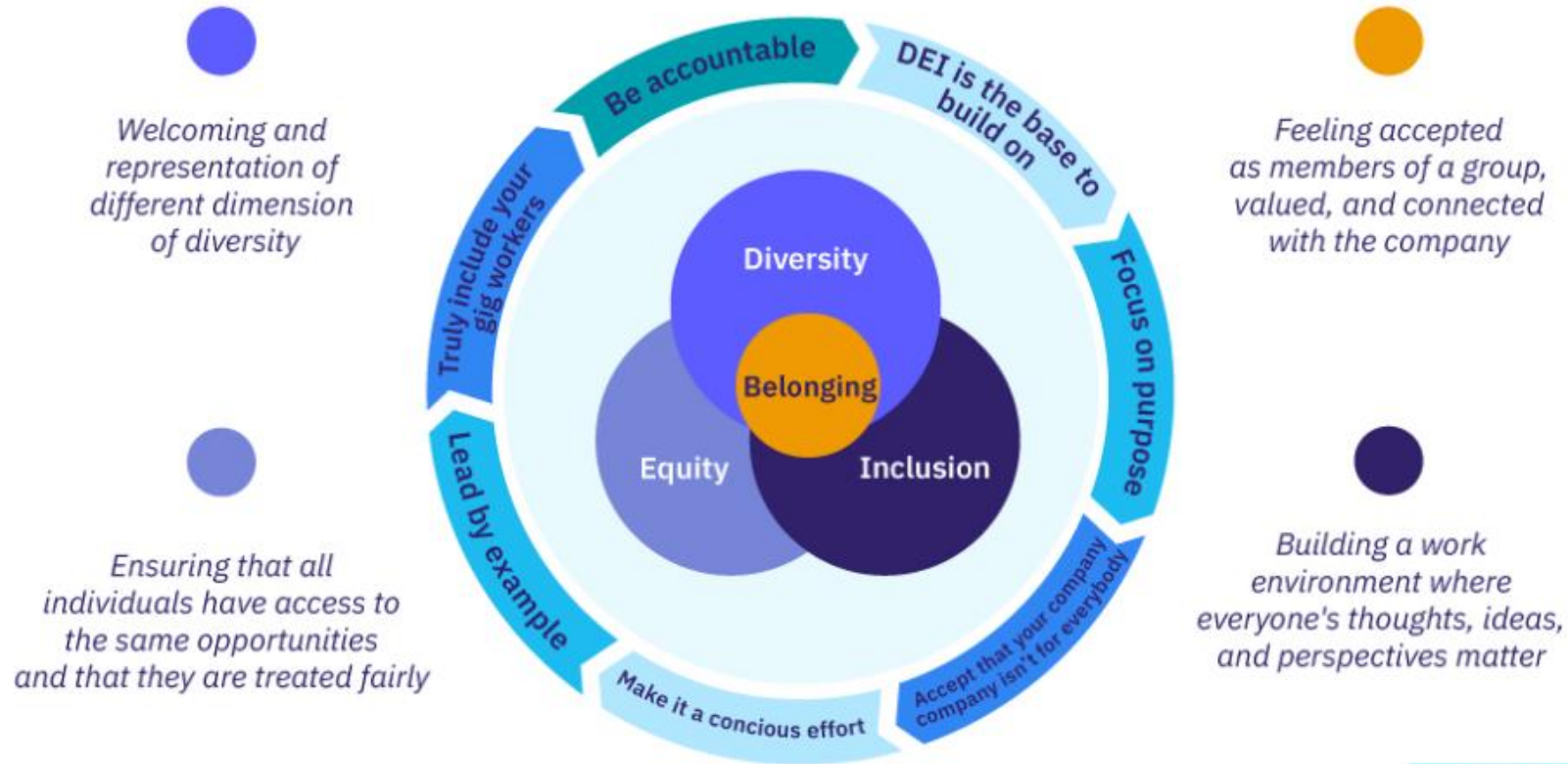
Diversity, Equity, Inclusion, & Belongingness



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Diversity, Equity, Inclusion and Belonging (DEIB) at Organizations



Importance of Diversity, Equity, Inclusion & Belonging in the workplace



- **Increasing [retention rates](#)**: A report by the [Achievers Workforce Institute](#) found that 40% of respondents with a strong sense of belonging rarely think about looking for a job elsewhere, versus 5% of respondents with a low sense of belonging. [BetterUp](#) also found that DEIB initiatives can lead to a 50% reduction in turnover risk.
- **Boosting [employee engagement](#)**: When an employee feels included in a team and valued, they're much more likely to go the extra mile at work. That motivates their colleagues to do the same, increasing the overall levels of engagement.
- **Improving productivity**: When employees feel safe and comfortable and are supported at work, they perform better. In the same Achievers report, 45% of respondents with a strong sense of belonging say they are their most productive self at work. Only 6% of those with a low sense of belonging say that. Moreover, [BetterUp reports](#) that strong DEIB initiatives can result in a 56% increase in job performance and a 75% decrease in sick days.

- **Helping your [employer branding](#): [51% of respondents](#)** with a strong sense of belonging would recommend their company as a great place to work, versus 4% of those with a low sense of belonging. Plus, DEIB initiatives can lead to a [167% increase](#) in the [employee net promoter score](#).
- **Improving bias awareness:** Implementing DEIB initiatives in the workplace helps make everyone more aware of unconscious bias, whether it's during the recruitment process, when giving raises and promotions, in performance reviews, and more.
- **Broadening your talent pool:** With more transparency than ever available in just a few clicks (for example, employee reviews on websites like Glassdoor), it's easy for candidates to find out what an organization is truly like to work for, regardless of what it says on its website. If an employer can actively demonstrate their commitment to DEIB, Millennial and Gen Z candidates are more likely to apply to work for them. An [EY survey](#) found that 73% of Gen Z and 68% of Millennials would choose a company that prioritizes DE&I over one that does not.

What should be done in
order to promote Equity
and Diversity?

Education and Awareness:

Leadership Commitment:

Diverse Representation:

Inclusive Policies and Practices:

Promoting Dialogue and Collaboration:

Community Engagement:

Regular Assessment and Accountability:

Continuous Learning and Improvement:

What could be the importance of
Managing Equity and Diversity at the
workplace?

A grayscale photograph of a desk setup. In the top left, a smartphone lies horizontally. To its right is a pencil. Further right is a notebook with a pair of glasses resting on it. Below the notebook is a laptop keyboard. In the bottom right corner, a white cup of coffee sits on a matching saucer.



Fairness and Justice



Maximizing Talent and Potential



Improving Decision-Making



Enhancing Employee Engagement and Satisfaction



Meeting Customer Needs



Strengthening Reputation and Brand



Legal and Ethical Imperatives



Contributing to Social Progress

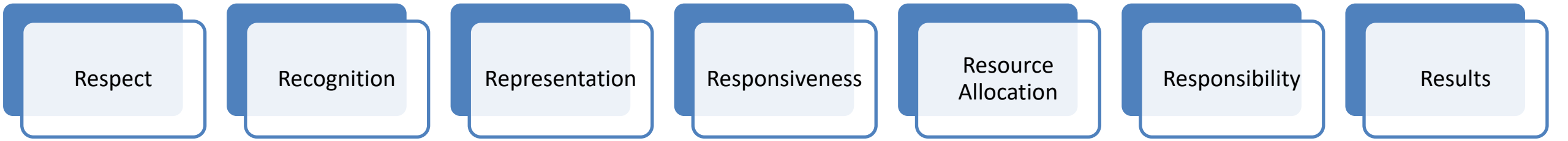
What could be the
challenges in promoting
Equity and Diversity?



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1. Resistance to Change
2. Implicit Bias
3. Lack of Leadership Commitment
4. Limited Resources
5. Tokenism
6. Institutional Barriers
7. Communication and Cultural Differences
8. Fear of Backlash
9. Intersectionality
10. Skepticism and Cynicism

What are the 7 Rs of Equity and Diversity- An Outlook for the Future?



Respect

Recognition

Representation

Responsiveness

Resource
Allocation

Responsibility

Results

Key Consideration in DEI



Understand

1 The organization's working definition of inclusion and its vision for an inclusive culture

2 Whether the business strategy reflects inclusion

3 What the organization is doing to advance inclusion, and where it is making progress

4 Existing enablers and barriers to an inclusive culture

Take action

- Align with management on the definition of inclusion
- Validate management's inclusion vision, strategies, and goals
- Provide input to shape or enhance the vision, strategies and goals

- Provide input for improvements to the business strategies to best align with the inclusion vision, strategies and goals

- Seek to understand the organizations inclusion maturity level
- Request information to provide guidance on addressing gaps

- Stay aware of the organizations enablers and barriers
- Evaluate and approve approaches to promoting enablers and breaking down barriers

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9 Ways to Manage Diversities at the Workplace

1. One size does not fit all
2. Seek to understand and listen for the opportunity to build bridges
3. Embrace diversity as an asset, and get curious
4. Stop focusing on treating everyone the same
5. Connect, don't correct
6. Resist gravitating toward members of similar backgrounds
7. Be open to discussing diversity
8. Choose people who demonstrate a capacity to adapt their behavior to people different from them
9. Stop focusing on diversity and start focusing on inclusion

• **Key Consideration in DEI**

You must have leadership buy-in



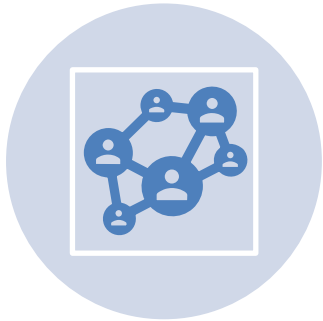
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It must be part of your culture

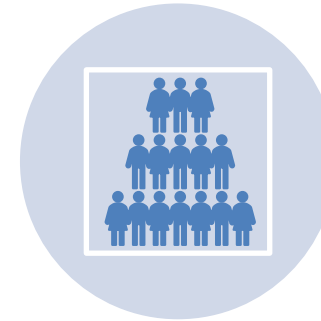
All levels must see importance

Metrics and value proposition

Diversity, equity & inclusion enablers



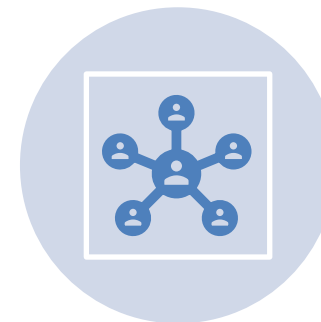
Recognizing the differences that make each of us unique.



Attracting people of all backgrounds together in a respectful environment.

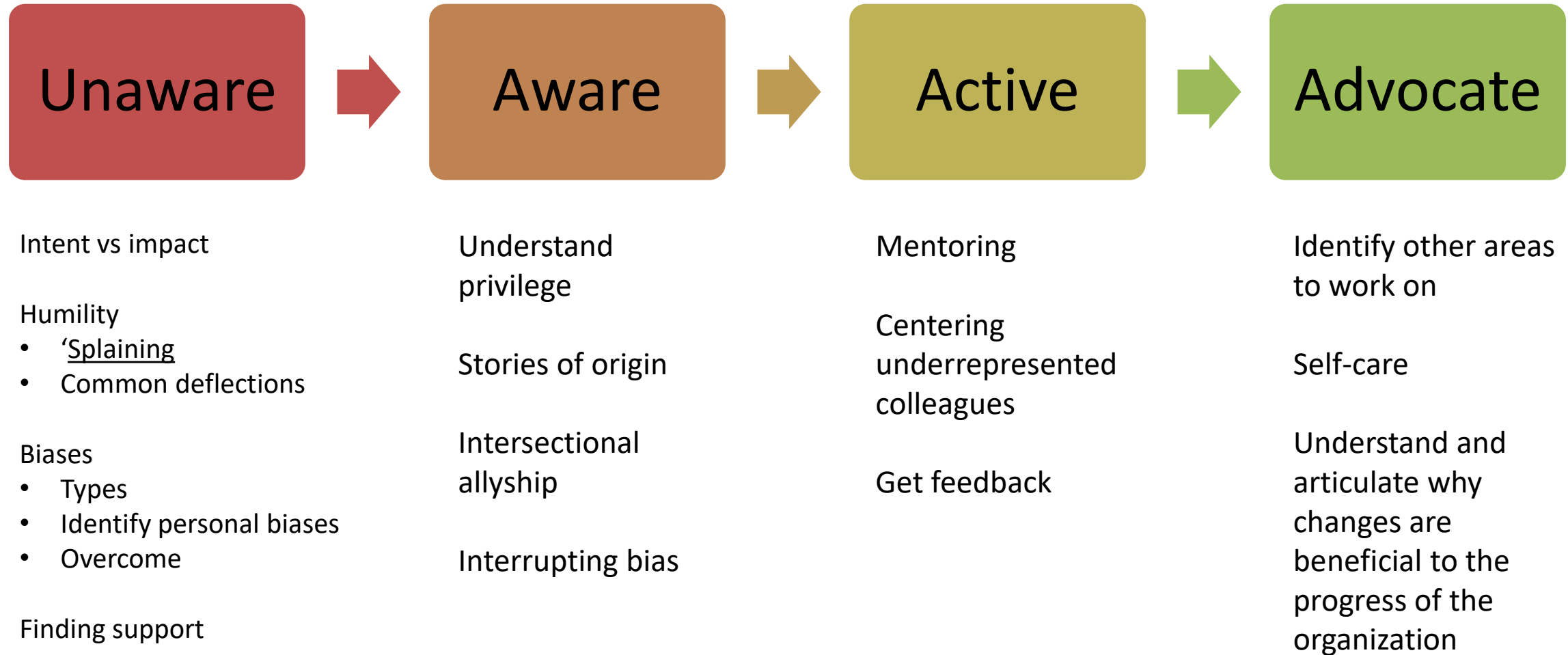


Creating an environment where everyone is appreciated and has a chance to succeed.



Recognizing how attitudes toward differences influence our interactions with others.

Inclusive Leadership



Diversity Implementations



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The Anatomy of an *Aha!* Moment

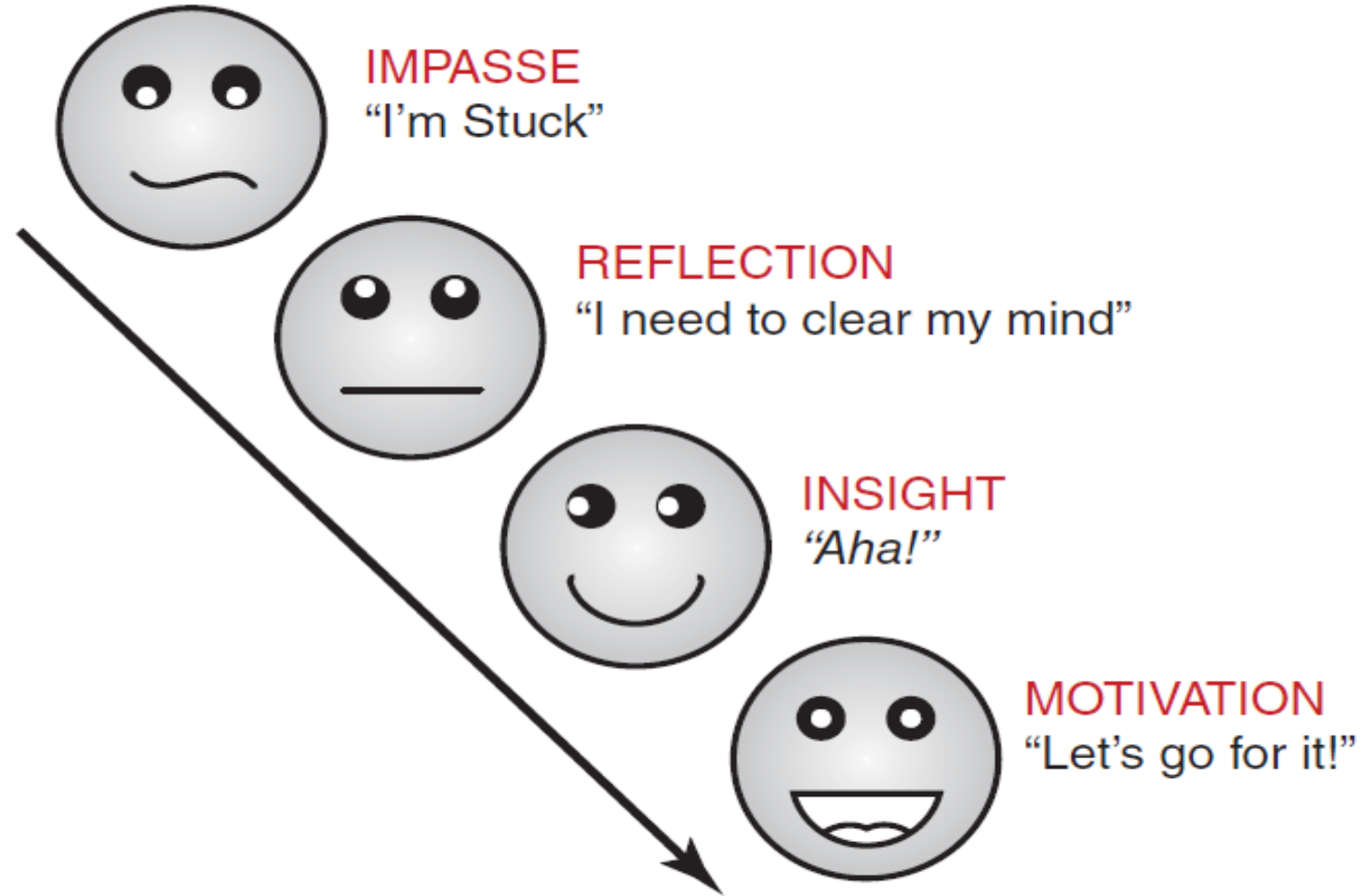
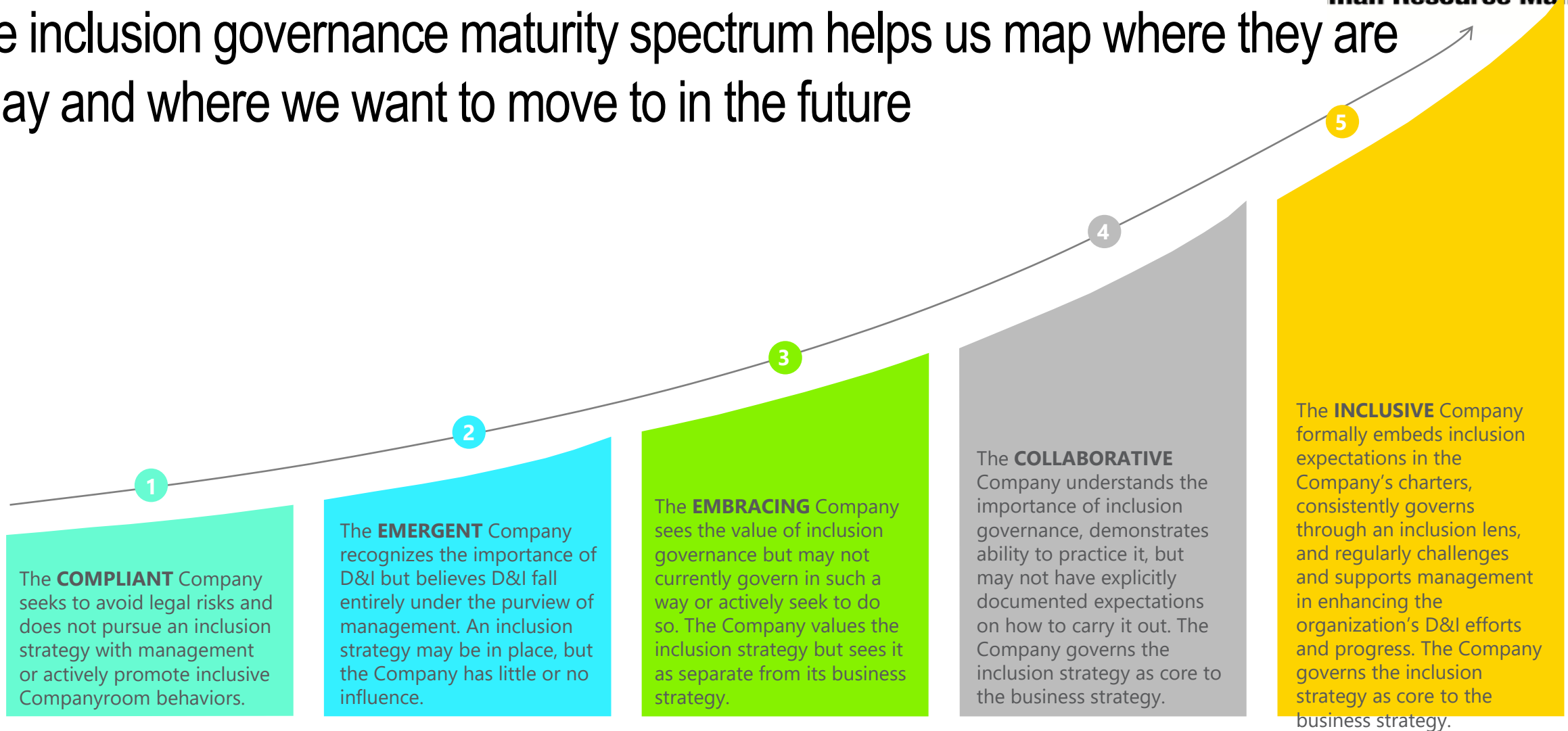


Exhibit 4.1 The Four Faces of the *Aha!* Moment

Source: The Mills Group.

The inclusion governance maturity spectrum helps us map where they are today and where we want to move to in the future





Question: Where do you think your Company is today on this spectrum?

1. Compliant
2. Emergent
3. Embracing
4. Collaborative
5. Inclusive

Quotes

“ Workplaces that are perceived as diverse have the highest levels of employee engagement. ”

“ The value of a diverse team is its capacity to challenge the norm or group think and thus boost organizational performance and improve decision-making. ”

- Yrthya Dinzey-Flores -

“ DIVERSITY IS ABOUT CREATING AN ENVIRONMENT WHERE A PERSON CAN BRING THEIR WHOLE SELF TO WORK. ”

LAURA MILLER, SMALL BUSINESS EXECUTIVE

We need diversity of thought in the world to face the new challenges.

Tim Berners-Lee

Which path do you choose?



Adopt Diversity, Equity, Inclusion & Belonging is a Critical Success Factor in Modern Corporate World

Leaders should therefore ensure putting environment that would allow it to flourish

The Future of Modern Organizations lies in the Adoption of Diversity, Equity, Inclusion & Belonging Develop Qualities at the Work-place

This is so because people is the Resource of other resources within an Organization and it can take the Organization to the next level if well utilized

Accepting the Differences in an Organization and Always endeavoring to be Genuine

Because the Effectiveness of an Organization depends much on the Trust built among Team Members

Finally

**LIVE KNOWING THAT THE ENTIRE ACHIEVEMENTS OF AN ORGANIZATION
DEPEND ON ITS PEOPLE**

Therefore Diversity, Equity, Inclusion & Belonging 's needs should be taken seriously and timely



Ask Yourself

...



Does my behavior contribute to work output and mission accomplishment?



Could my behavior offend or hurt others?



Could my behavior be misinterpreted as intentionally harmful or harassing?

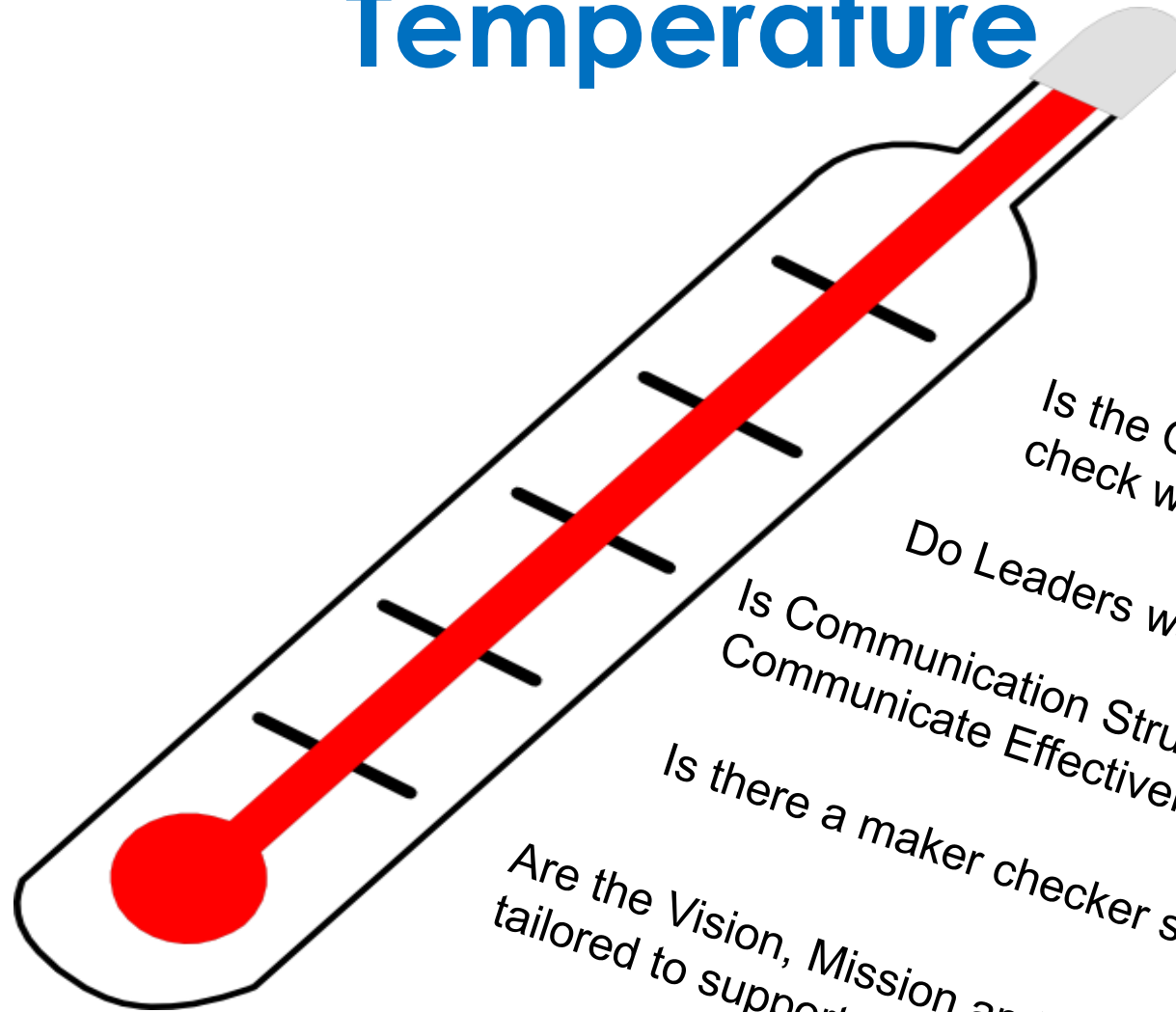


Could my behavior be sending out signals that invite harassing behavior?

Always check the Temperature



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Are all People Valued and Respected?

Is the Organization having a system in place to check whether People are valued and respected?

Do Leaders walk the Talk?

Is Communication Structure Enable people Communicate Effectively?

Is there a maker checker system in the company?

Are the Vision, Mission and Strategies tailored to support the Core Business?

START DOING

STOP DOING

1.

1.

2.

2.

3.

3.

4.

4.

5.

5.

WHAT
HAVE YOU
LEARNED





**What will
you do now?**



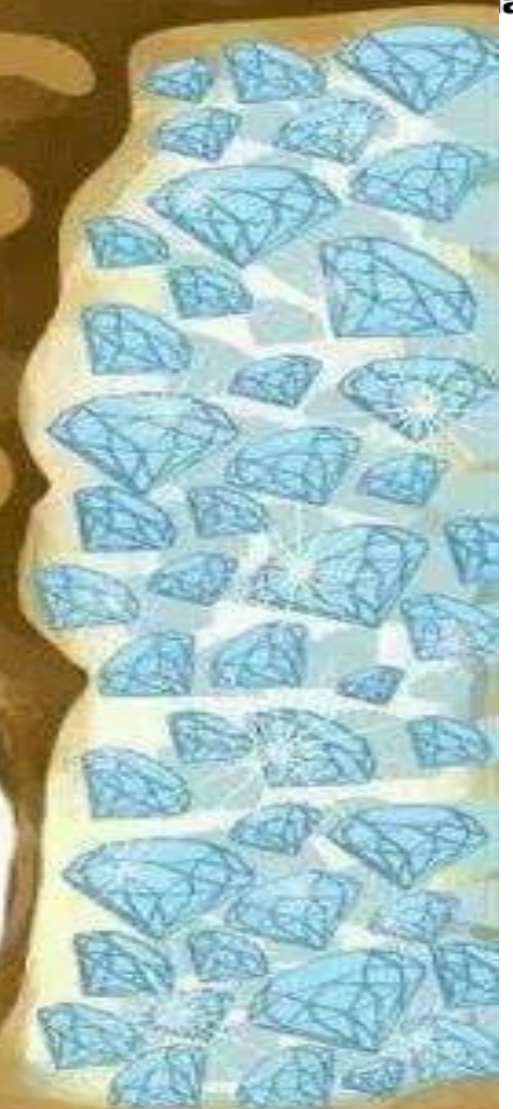
**YOUR FEEDBACK
MATTERS**



First comes the dream, then comes the struggle, then there is victory!



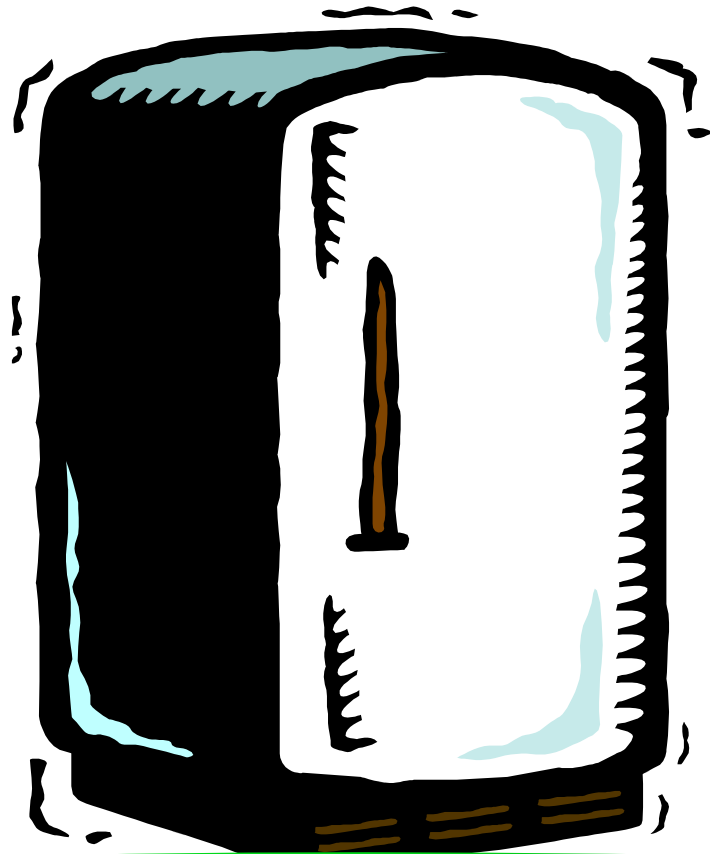
The problem is, most people give up during the struggle....Never knowing how close they were to victory!! The only way you'll fail is if you Quit! Never! Never! Never Quit!





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Ready?



How do you
put a giraffe
into a
refrigerator?



Answer:

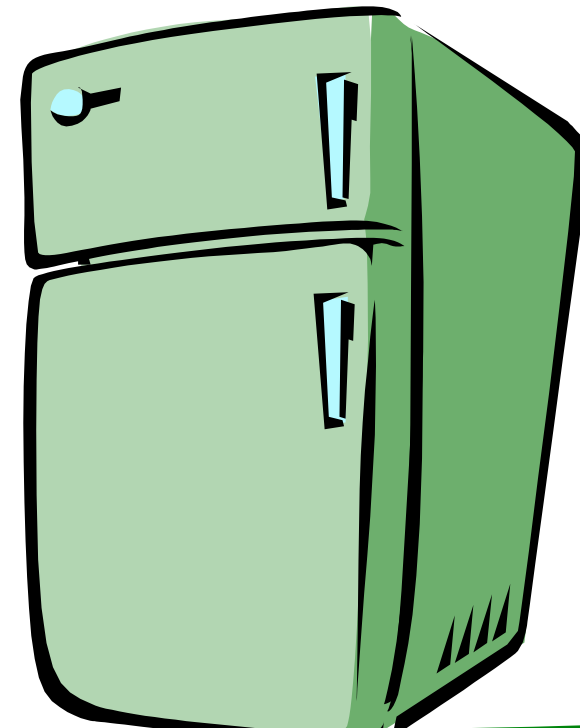
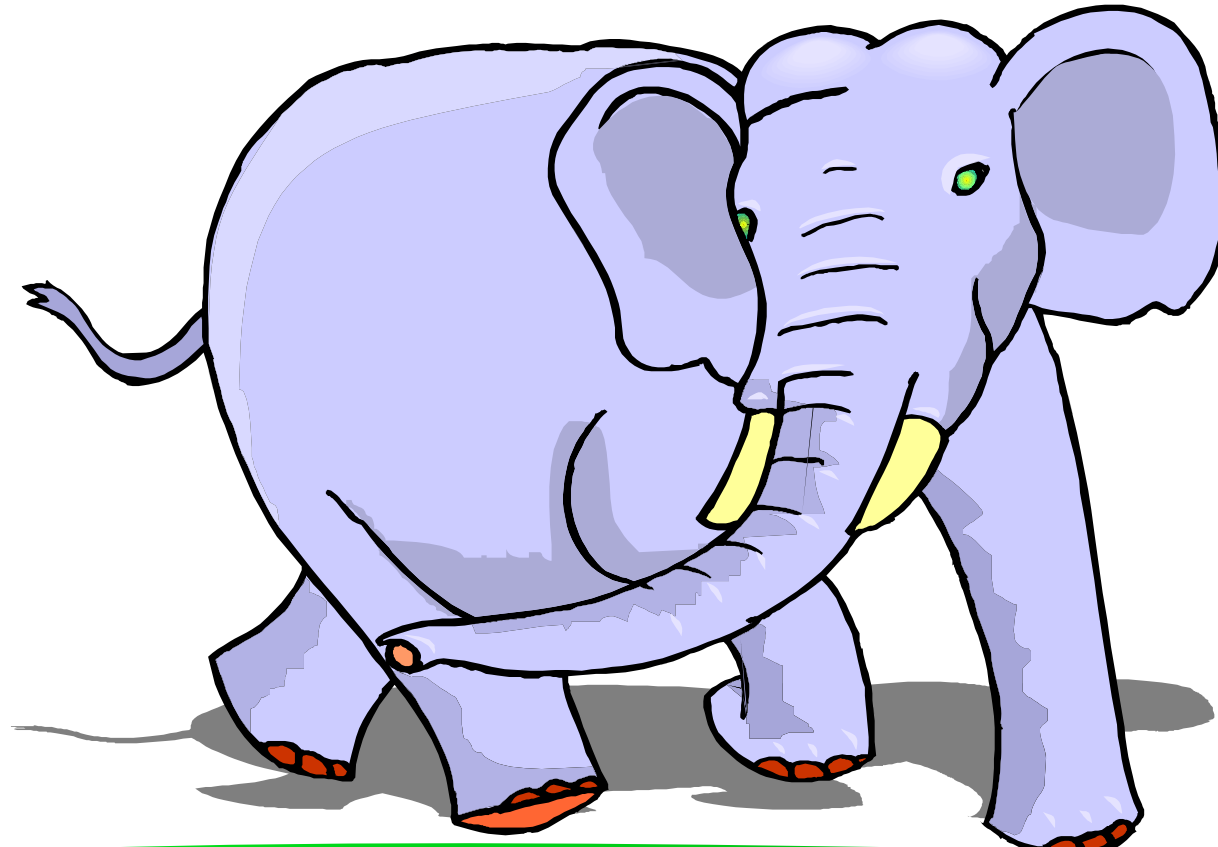
- Open the refrigerator and push the giraffe inside, and close the door.

This question tests whether you tend to do simple things in an **overly complicated way.**



Question 2:

How do you put an elephant into the refrigerator?



Answer:



“open the refrigerator, put in the elephant,
and close the refrigerator?”

WRONG!!!!

Correct answer

, take out the giraffe, put in the elephant and close the door.
This tests your ability to think through the repercussions
of your previous actions

Question 3:



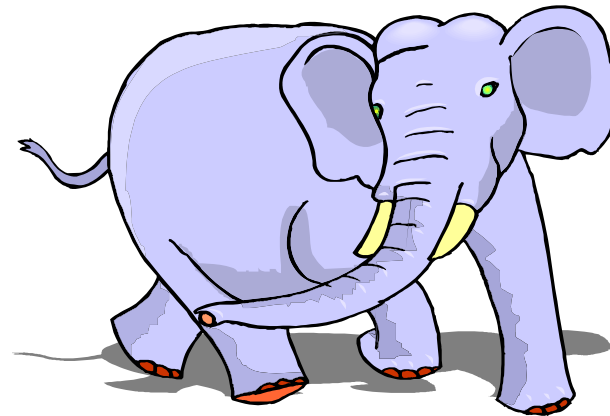
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- ❑ The Lion King is hosting an animal conference. All the animals attend except one. Which animal will not attend?

Answer:

- The Elephant. The elephant is in the refrigerator. You just put him there. This tests your memory.



- OK, even if you did not answer the first three questions correctly, you still have one more chance to show your true abilities.

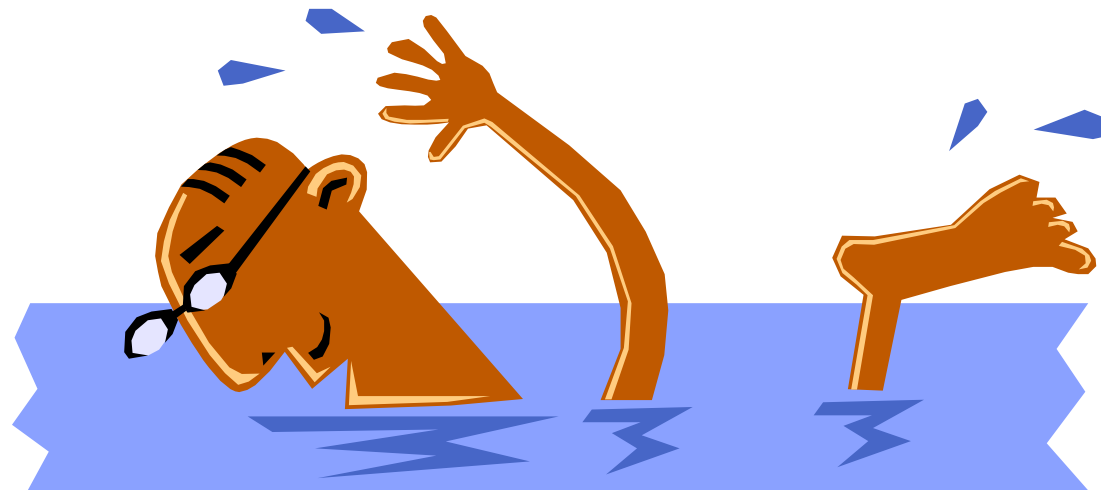
Question 4:

□ There is a river you must cross but it is inhabited by crocodiles. How would you manage?



Answer:

You swim across. All the crocodiles are attending the animal meeting. This tests whether you learn quickly from your mistakes.



Thank You!



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With special thanks to Ohio University at Chillicothe for the
Aptitude Test



Thank you!

I hope you found the session enjoyable. If you have any inquiries or questions, please don't hesitate to contact me using the information below:

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