

The Intersection of Compliance & Ethics and Diversity, Equity & Inclusion

Seattle Regional SCCE Conference
November 15, 2019

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UL1
UL2

All meaningful and lasting change
begins on the inside.


- Martin Luther King Jr.

2

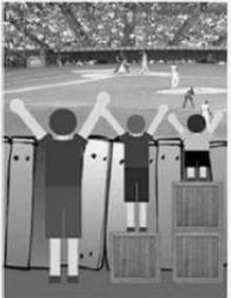


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EQUALITY VERSUS EQUITY




In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

 **Uber Humor** Steve Holt!

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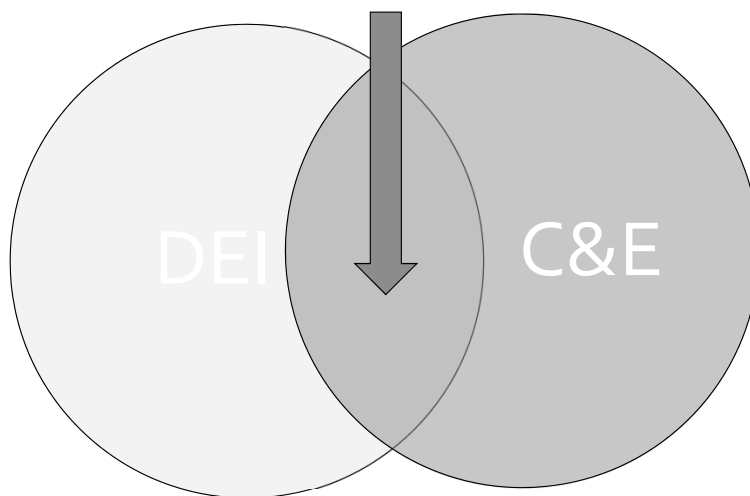
6

INTERGRITY IS DOING THE RIGHT THING,
EVEN WHEN NOBODY IS WATCHING.

C S LEWIS

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Human Behavior



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We are what we pay attention to.

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Understanding Human Behavior

- Covering & Belonging

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- *Appearance*
- *Affiliation*
- *Advocacy*
- *Association*



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Belonging vs. Fitting In

- Belonging is being somewhere where you want to be, and they want you. Fitting in is being somewhere where you want to be, but they don't care one way or the other.
- Belonging is being accepted for you. Fitting in is being accepted for being like everyone else.
- If I get to be me, I belong. If I have to be like you, I fit in.

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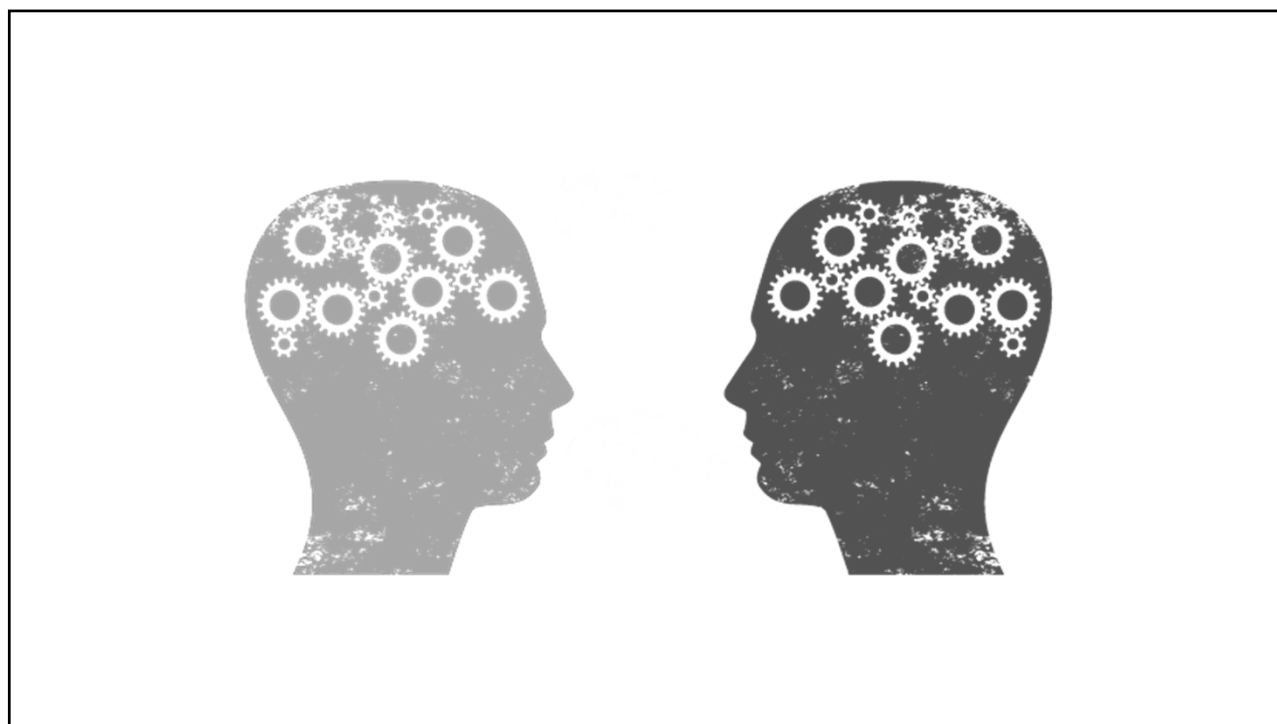
Employee belonging increases productivity and engagement by 21%.

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Understanding
Human
Behavior

•Listening &
Empathy

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Most people do not listen with the intent to understand; they listen with the intent to reply.

- Stephen Covey

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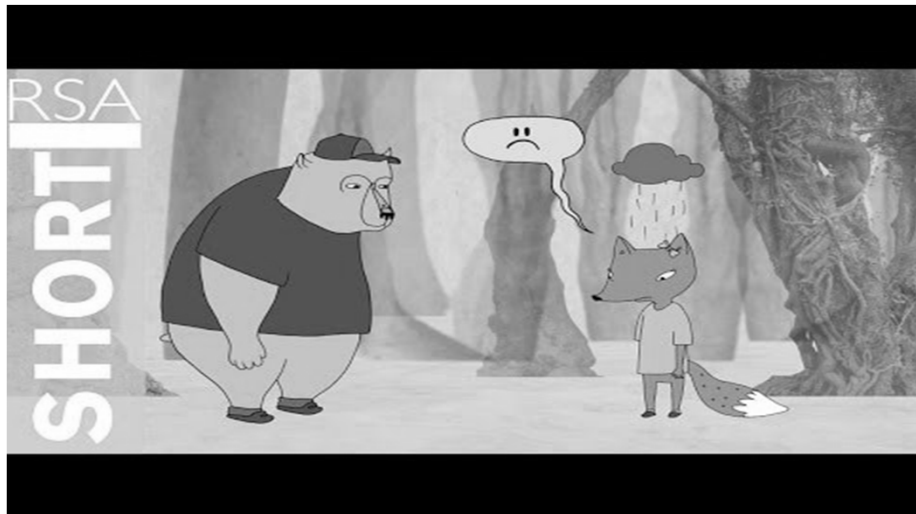
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*"But enough about me—
now let's talk about my work."*

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**What is
empathy?**



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- fully take the speaker's perspective as their truth;
- withhold judgment;
- recognize the speaker's emotions; and
- communicate back what we understand the speaker to be experiencing

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- **Advising:** I think you should... How come you didn't...
- **One-upping:** That's nothing! Wait until you hear what happened to me...
- **Educating:** This could turn into a very positive experience for you if you just...
- **Consoling:** It wasn't your fault; you did the best you could...
- **Story-telling:** That reminds me of the time...
- **Shutting down:** Cheer up! Don't feel so bad...
- **Sympathizing:** Oh, you poor thing...
- **Interrogating:** When did this begin?
- **Explaining:** I don't think that's right, this is what really was happening...
- **Correcting:** That's not how it happened...

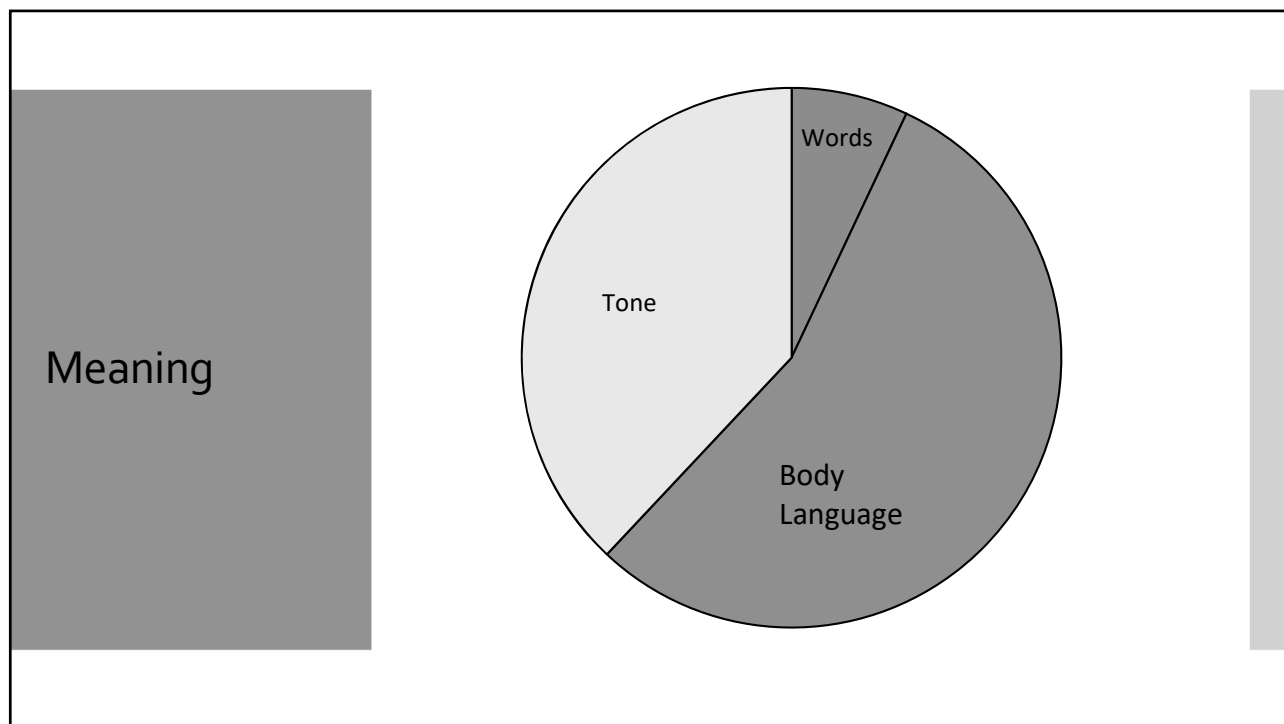
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30% of employees report they
believe their opinions don't matter.

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Understanding Human Behavior

- Transparency & Fairness

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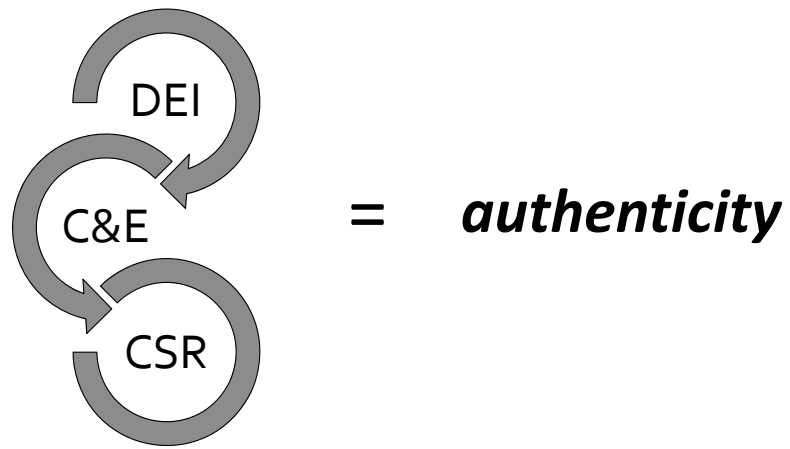
Common Corporate Values

- Integrity
- Honesty
- Accountability
- Trust
- Inclusion

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Opportunities



Formalize relationships between DEI and C&E



Design and implement shared initiatives that impact both areas



Share data and resources to leverage impact



Increase leadership competencies in both groups – shared trainings & vision