

DIVERSITY FORUM

PRESENTED BY THE YWCA GREATER HARRISBURG

SHAASHAWN DIAL-SNOWDEN

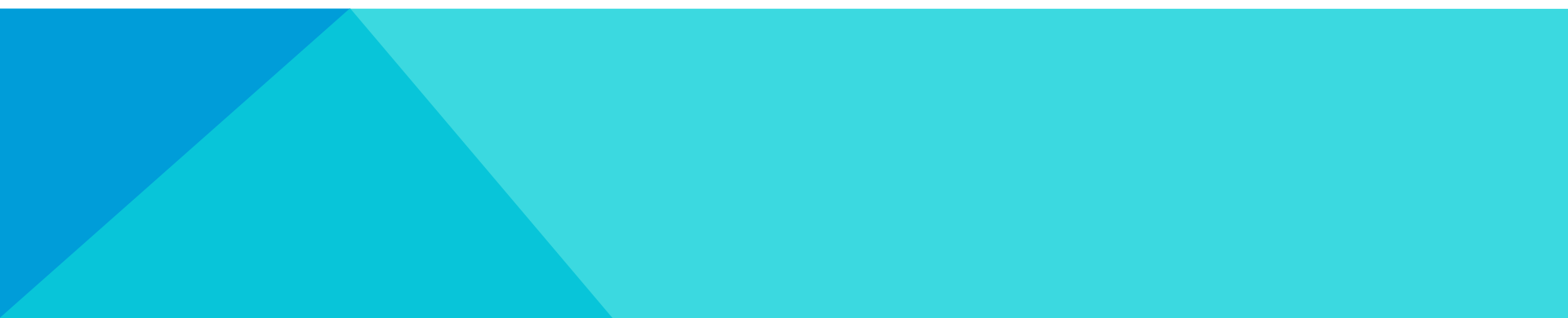
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MISSION

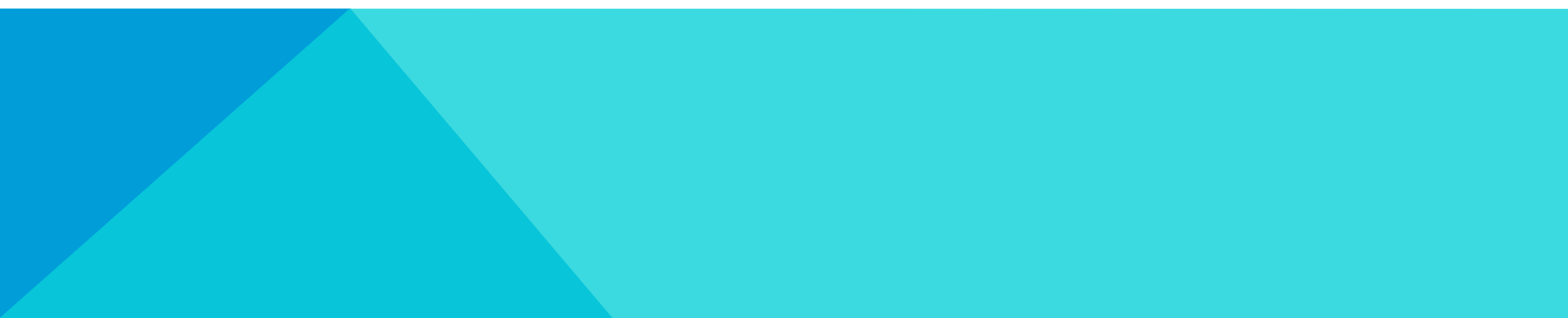
***TO FOSTER INCLUSIVE, ACTION-ORIENTED
COMMUNITIES THROUGH EDUCATIONAL FORUMS
THAT PROMOTE AND FACILITATE DIALOGUE,
BEST PRACTICES AND SOLUTIONS.***

VISION

EQUALITY AND EQUITY FOR ALL.



GUIDELINES FOR A “SAFE” & “BRAVE” SPACE

- 1. RESPECT DIFFERENT POINTS OF VIEW.**
 - 2. SPEAK FOR YOURSELF, NOT ANYONE ELSE.**
 - 3. ALLOW EVERYONE A CHANCE TO SHARE.**
 - 4. STICK TO THE ISSUE AND DON'T MAKE PERSONAL ATTACKS.**
 - 5. WHEN SOMEONE HURTS OR OFFENDS YOU, SAY “OUCH!”**
- 

TODAY's TOPIC



AAYSHA NOOR

ISLAMIC SOCIETY OF GREATER HARRISBURG



Organization Culture

By Aaysha Noor

What is Inclusive Organization ?

An organization is inclusive, when everyone has a sense of belonging, feels respected, valued, and seen for who they are as individuals and feels a level of supportive energy and commitment from leaders, colleagues and others so that all people , individually and collectively can do their best work.

What are the Markers of an Inclusive or Exclusive Organization Culture ?

Common Markers are

- *Race*
- *Ethnicity*
- *Gender*
- *Religion*
- *Age*
- *Sexual Orientation*

Diversity does not just mean hiring people from different identity groups, but also our ability to embrace, respect, and include differences.

How can an Employer Assess that ?

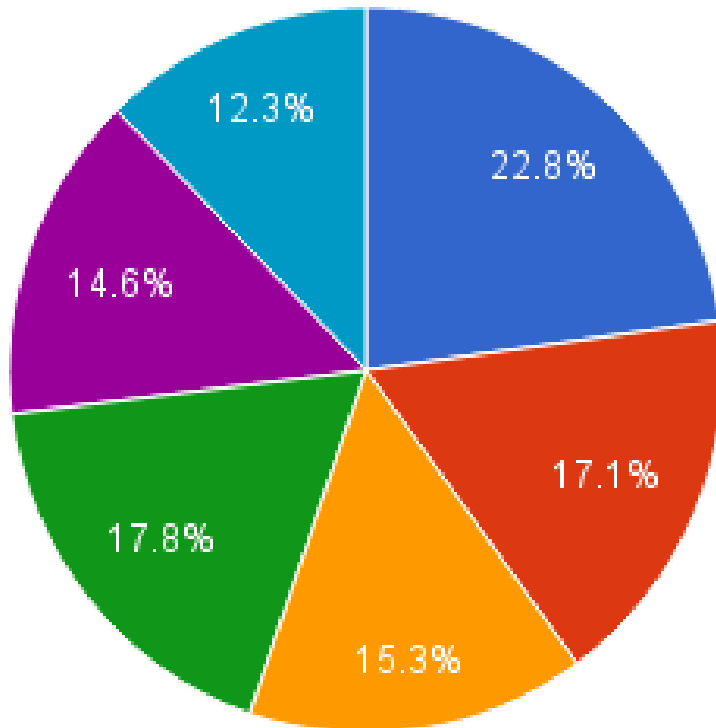
An employer can assess that through objective and subjective techniques. Keeping track of employee demographics, turn over, job satisfaction, actual productivity, their moral, and sense of belonging.

Analyze your policies and practices

- Does your hiring process seek diversity ?*
- Are employees getting recognized and rewarded equally and fairly?*
- Are people being promoted without any bias and solely on merit?*
- Are women and minorities getting paid equally as men ?*

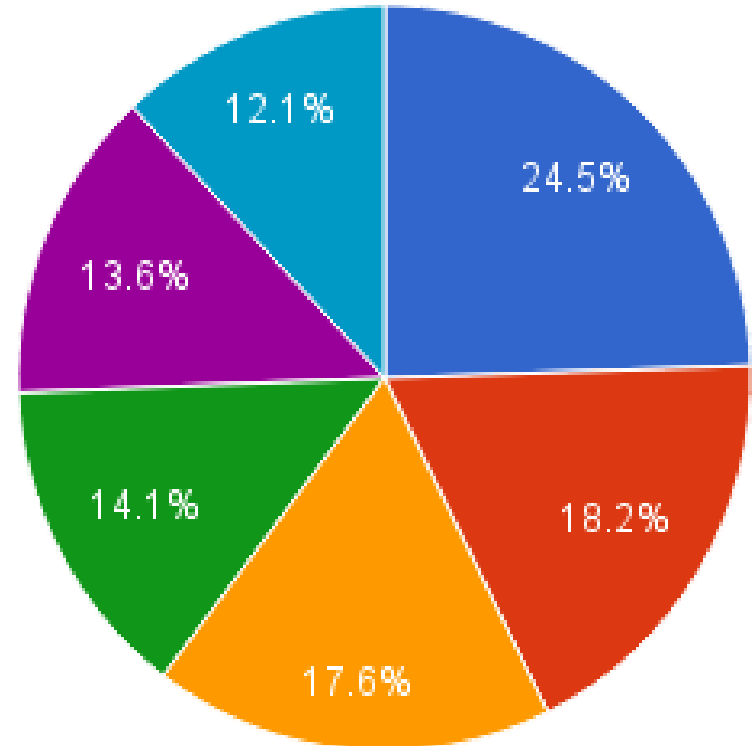
Wage Gap by Gender and Race

2013



- White men
- Black men
- Hispanic men
- White women
- Black women
- Hispanic women

1975



Source: U.S. Current Population Survey and the National Committee on Pay Equity; also Bureau of Labor Statistics: Weekly and Hourly Earnings Data from the Current Population Survey.

What are Common Ways that Muslim Employees are Excluded Intentionally or Unintentionally in an Organization?

Even though title VII of Civil Rights Act of 1964 protect all employees from religious discrimination, Muslims face growing bias because of generalized resentment.

Sometime they are excluded unintentionally because of lack of knowledge.

What can Organizations do Immediately and in the long term to create a more inclusive culture for Muslim Employees ?

- *Educate yourself to make sensible and knowledgeable decisions on every level.*
- *Be a role model, lead by example, respect their culture and faith.*
- *Value their perspective and contribution, make them part of decision making.*
- *Accommodate their religious needs, allowing them to wear religious attire, observe religious holidays, attend the Friday congregational prayer, etc.*
- *Be sensitive and mindful while planning social gatherings.*
- *Have a strict **No Discrimination** Policy*
- *Introduce cross cultural training.*
- *Encourage open dialogue and communication.*



A



B

NORMAN BRISTOL COLÓN

THE PROGRESO GROUP

PAT GADSDEN

LIFE ESTEEM

???

THANK YOU

