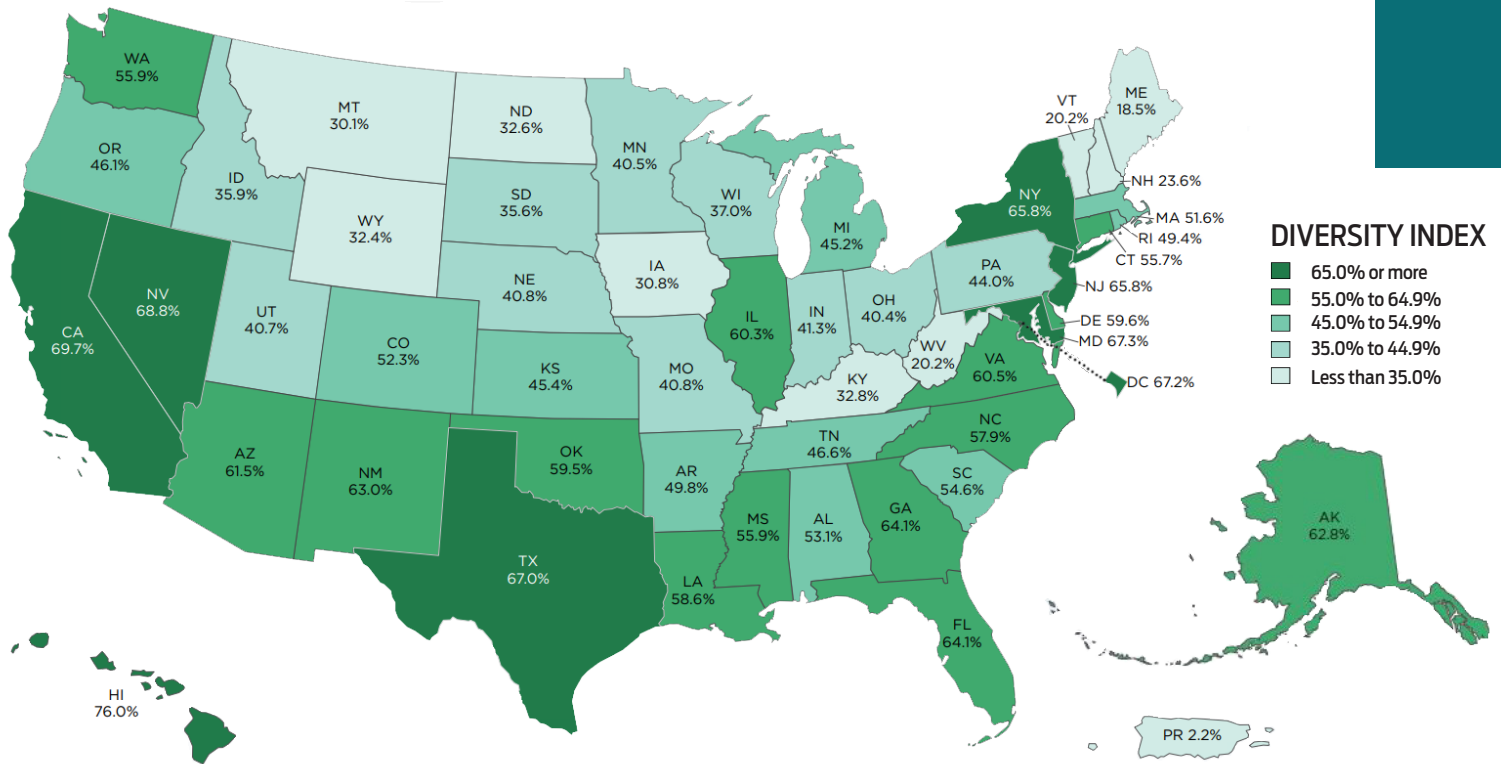


Global Diversity Awareness Month



RACIAL & ETHNIC DIVERSITY INDEX BY STATE: 2020 from the U.S. Census Bureau

The Diversity Index tells us the chance that two people chosen at random will be from different racial and ethnic groups.

Global Diversity Awareness Month is a month to celebrate and increase awareness about the diversity of cultures and ethnicities. It is also a time to remind us of the positive impact a diverse workforce of men and women can have on society. At a time when the world is focused on racial injustice, compounded by a pandemic that has disproportionately affected Black, Latino, and underserved communities, it is critical for companies to play a leading role in building a more equitable future for all.¹ And as individuals, the importance of looking inward, as well as the world around us to ensure we're demonstrating the change we want to see, is the marker for initiating equitable change.¹



By elevating diverse voices, we highlight the unique perspectives each individual brings to the table.²

Sources:
 1. <https://blog.linkedin.com/2020/october/8/global-diversity-awareness-month-building-an-equitable-workplace-for-all>
 2. The Diversity Movement - Global Diversity Awareness Month Programming Guide, October 2021
 Photo Sources:
 Map: <https://www.census.gov/library/visualizations/2021/dec/racial-and-ethnic-diversity-index.html>
 Lower left: <https://thriveglobal.com/stories/your-diversity-is-your-superpower/>

DIVERSITY

- Prepares us for work in a global society. By experiencing diversity, we learn to be comfortable working and interacting with individuals different from us.
- Increases our knowledge of people. We learn more from those that are unlike us than those that are similar.
- Social development grows when there is a greater mosaic of faces in our social circles. Growing our circle to include people that don't look like us may create opportunities for relationships that otherwise may never have existed.
- Enhances self-awareness by learning about different backgrounds and experiences associated with those cultures and allows us to compare those differences.

