

What Is Diversity and Inclusion?

Diversity is about recognizing, respecting and valuing differences based on ethnicity, gender, colour, age, race, religion, disability, national origin and sexual orientation. It also includes an infinite range of individual unique characteristics and experiences, such as communication style, career path, life experience, educational background, geographic location, income level, marital status, military experience, parental status and other variables that influence personal perspectives. These life experiences and personal perspectives make us react and think differently, approach challenges and solve problems differently, make suggestions and decisions differently, and see different opportunities.

Diversity, then, is also about diversity of thought. And superior business performance requires tapping into these unique perspectives.” -2- WHY do business professionals need it? To be successful in an increasingly diverse world, leaders must be able to manage and leverage the differences that exist within their workforce, suppliers, and clients to develop an inclusive environment. Leaders must possess and develop cultural competence in their workforce to promote inclusion. Clients demand it. Recruitment and retention of members and employees require it. Our chapters and legal organizations are richer because of it. The legal industry is behind other industries in developing an inclusive community