

Hi, I'm [insert name]. I use the pronouns [insert preferred pronouns, i.e. he/him/his, she/her/hers, they/them/theirs].

Being inclusive isn't always difficult or time consuming!

By simply starting with introducing my pronouns, I've opened the door to others in the room to introduce themselves the way they identify, and not make assumptions about someone's gender identity

Watch out for more "IDEAL moments" throughout the conference!

Diversity

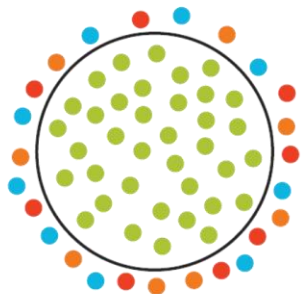


A community of engineering professionals from all backgrounds, cultures and beliefs.

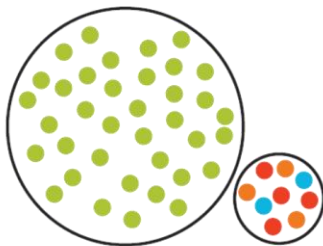
The Society of Human Resources Management looks at 4 dimensions of diversity.

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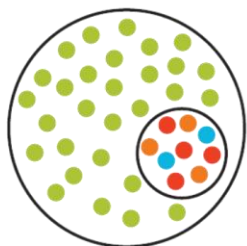
Inclusion



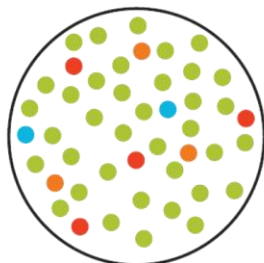
Exclusion



Segregation



Integration



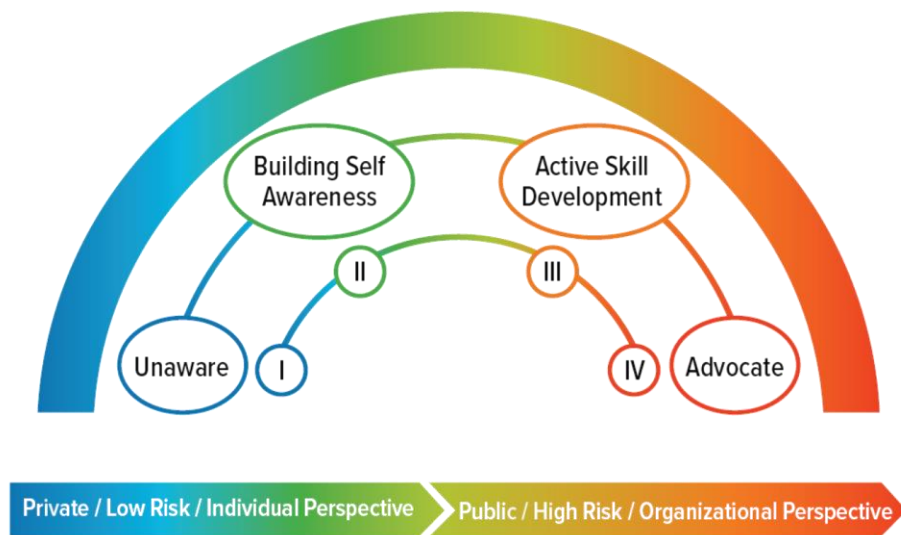
Inclusion

Creating environments where individuals:

- see that they belong
- are clear on how they can contribute
- can inspire one another to perform at our best regardless of background, physical appearance or ability, culture, belief, ethnicity, identity or beyond.

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Being an Ally



Allies are members of the majority group who reject the “norms” (i.e. dominant ideology), pursue self-awareness and education, and support or advocate with and for the group.

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Accessibility



Microsoft Office has an “accessibility checker” to identify concerns with your document, describe why it could be a barrier and suggest ways to fix the problem. It also allows you to include “alt text” to describe photos for those who have low vision or are blind.

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