


The C.U.R.E. for Inclusion

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C2ER
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**RUTH
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**WHEN HAVE YOU FELT
INCLUDED?**

BASELINE DEFINITION:

Diversity: facts
Inclusion: behaviors
Belonging: emotions

Diversity:

“The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.”

Oxford Dictionary

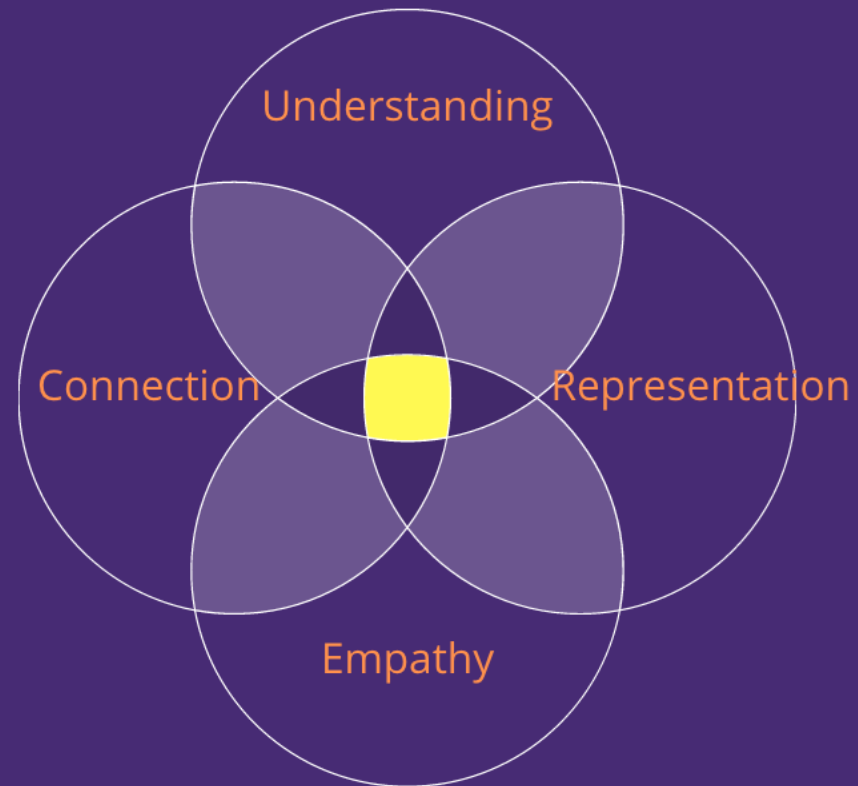
C2ER

Vision: Elevate data driven decision making to ensure prosperous communities

Mission: Promoting excellence and leadership in community, economic, and workforce research.

We accomplish this through professional development and networking; unique quality products; and the availability, analysis and use of data.

The C.U.R.E. for INCLUSION



THE C.U.R.E. for Inclusion

CONNECTION
UNDERSTANDING
REPRESENTATION
EMPATHY

UNDERSTANDING

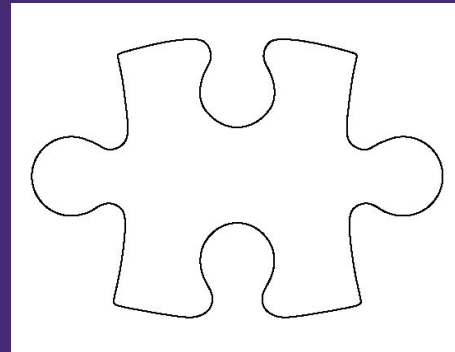
“Knowing yourself is the beginning of all wisdom.”

~Aristotle

Self-Activity

Pieces of You

What are the things that make you
unique?



61% of employees report they are “**covering**”
on some personal dimension
(appearance, affiliation, advocacy, association)
to assimilate in their organization.

Kenji Yoshino and Christie Smith,
*Uncovering talent: A new model of
inclusion*, Deloitte Development LLC,
December 6, 2013

Self-Activity

ASK AGAIN

What are the things that make you
unique?

Are there ways you could be your “full
self” that you wish others would know?

4 Types of Connection

Emotional: empathy

Physical: distance

Cognitive: thinking

Social: connectedness

REPRESENTATION

“A seat at the table means that you are part of the conversation”

~Roxanne Gay

EMPATHY

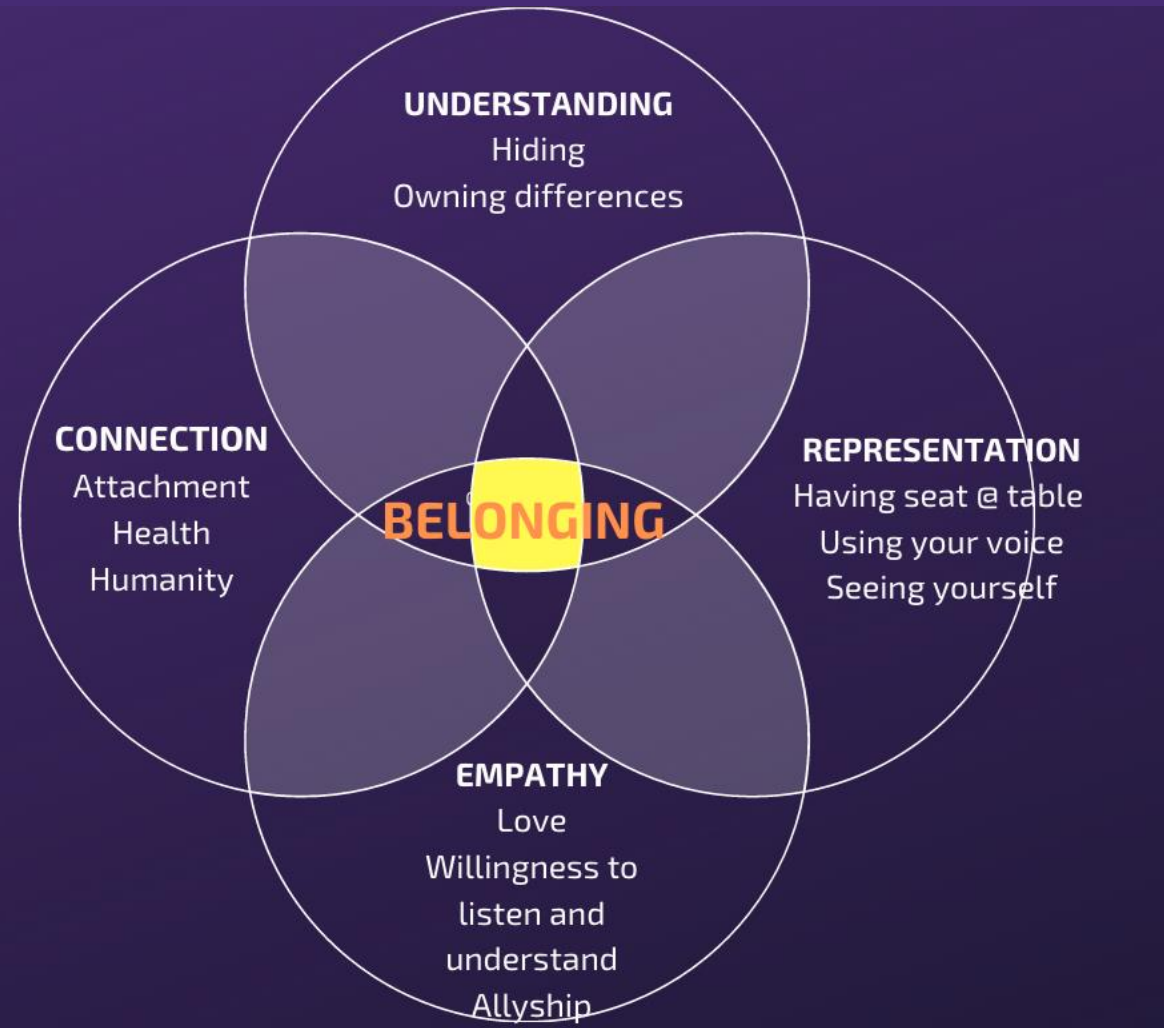
“Empathy is important, openness, honesty, and an understanding for others.”

~Niko Kovac

*“Empathy is communicating that
incredibly healing message that you are
not alone”*

~Brené Brown

**BELONGING is
at the core of CURE**



TAKEAWAYS

- 1. Understand your own difference:
do the work on yourself
how are you showing up?*
- 2. Create space for conversation by being curious:
learn and listen to others' differences
suggest a training series on inclusion dialogues*
- 3. Think about representation:
conduct a Team AUDIT
measure it = DATA*
- 4. Become an ally, advocate, ambassador: CURE-B
host a one-year challenge for yourself*



**RUTH
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EXPAND DIVERSITY & INCLUSION WITH ME!



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TEDX: When I Stopped Hiding, I Found Freedom



@RuthRathblottSpeaking



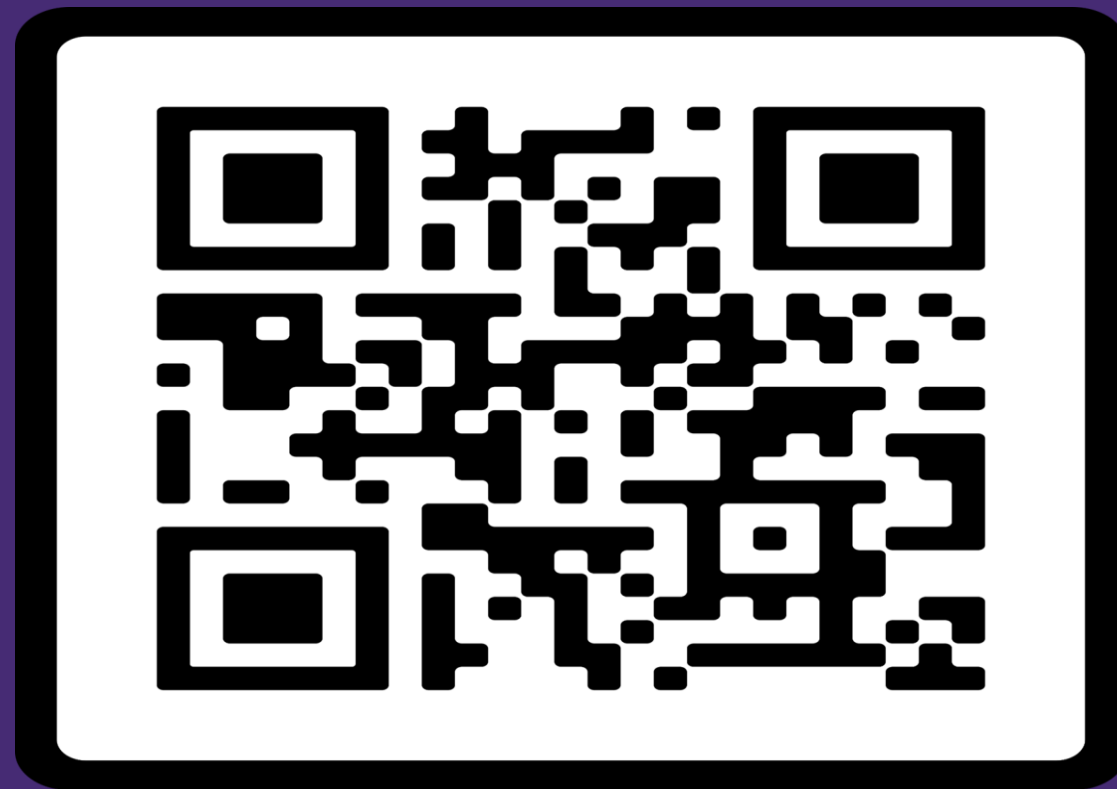
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CONNECT