

## VALUING DIVERSITY VS. MOVING TOWARD INCLUSION

Valuing Diversity	Moving Toward Inclusion
<b>Organization states that it values diversity</b>	Involves a stated value and commitment to diversity and inclusion that is tied to an organizational mission or purpose
<b>Senior leadership feels that diversity is inherently good</b>	Senior leadership is committed to diversity and inclusion and models and leads from those values
<b>Caring that diversity exists</b>	Setting up organizational structures and systems that allow for an environment of equity and inclusion
<b>Openness to diversity among people</b>	Implements actual strategies and tools to increase and support the diversity of its members
<b>Resists any disruption to the status quo</b>	Takes into account that the organizational culture might be (will be) disrupted and plans accordingly
<b>Is committed to organizational stability</b>	Is committed to organizational change
<b>Requires no action or tangible results</b>	Requires action, accountability, and results
<b>Utilizes disconnected short-term activities</b>	Uses concerted, organized, strategic long-term efforts
<b>Relatively easy position to take</b>	Very difficult work to be done

Adapted from *Managing Cultural Diversity in Sports Organizations: A Theoretical Perspective*, Doherty and Chelladurai (1999)