KTP DEI Workshop

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Agenda

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What is DEI?

Everyone write down the first word that comes to mind when you think of DEI (other than diversity, equity , and inclusion), and come post it on the board!

Diversity, Equity, & Inclusion

Three terms that get to the root of the conditions research shows are essential for better performance, problem-solving, and helping people thrive in their schools, workplaces, and communities

Diversity Equity Inclusion

Diversity

- Includes race, ethnicity, gender, sexual orientation, socio-economic status, language, culture, national origin, religion, age, disability and political perspective

- Bringing people together with different experiences, upbringing, and views results in a more intellectually rich environment
  - Leads to more creative and effective solutions

Equity

- Recognizes that inequalities exist

- Opportunity is not equally distributed across all communities

- Doing what we can to ensure that everybody has an opportunity to be successful and contribute

Inclusion

- Deliberate efforts to ensure that KTP is a place where differences are expected and welcomed
  - People can share and respectfully debate about differences
  - Where all can feel a sense of belonging

- Goal is to make sure everyone feels valued and equally supported using their voices

- Also means that different types of people and voices are included when decisions are made

02

DEI in Practice

DEI in the Workplace

Increased Prevalence
- Over 60% of American workers report their workplace having DEI measures in place

Still Work to be Done
- A majority of American workers believe being white or being a man is an advantage in their workplace
- DEI and other diversity measures have become politicized in recent years, major pushback against it
- DEI is about **respecting** diversity and using it to our collective advantage!

Data from the Pew Research Center.

DEI in Technology

Unique Challenges in Our Sector
- Gender and racial equality in the tech industry lags behind the national average
- In big tech companies, less than 1 in 4 employees in technical roles are women
- "High tech" sector employs much smaller shares of black, Hispanic, and women workers than general workforce
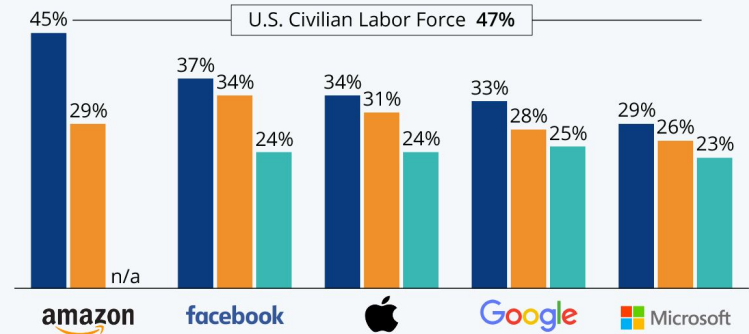
The Role of DEI
- In an industry historically dominated by white male executives and founders, DEI measures can play a role in lessening gaps

Data from Statista and the US Equal Employment Opportunity Commission.

Women's Representation in Big Tech

Percentage of female employees in the workforce of major tech companies*

- Total Workforce
- Leadership Jobs
- Tech Jobs

U.S. Civilian Labor Force **47%**

Company	Total Workforce	Leadership Jobs	Tech Jobs
amazon	45%	29%	n/a
facebook	37%	34%	24%
Apple	34%	31%	24%
Google	33%	28%	25%
Microsoft	29%	26%	23%

* latest available data as of June 2021
Source: Company reports

statista

Why does it matter to me now?

Interview Questions!
- Employers increasingly value DEI in the workplace and may ask you questions related to these themes
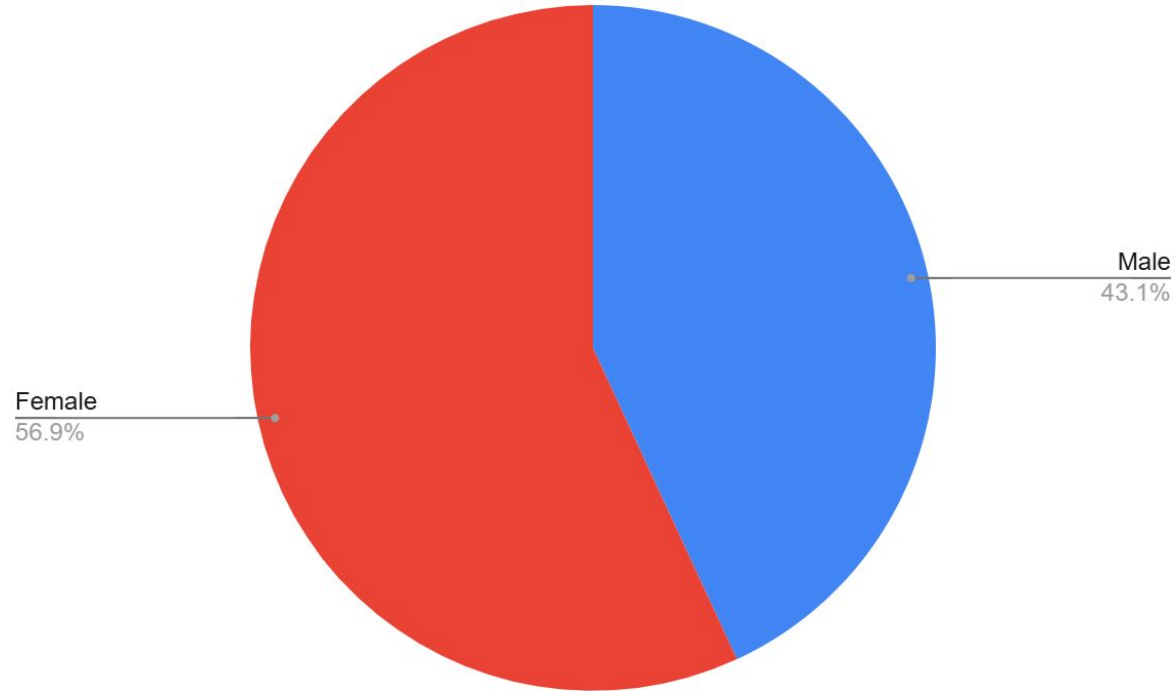
Example questions:
- "Can you tell me about a time you worked with someone with a different background than your own?"
- "How do you ensure all voices are heard in a group project?"
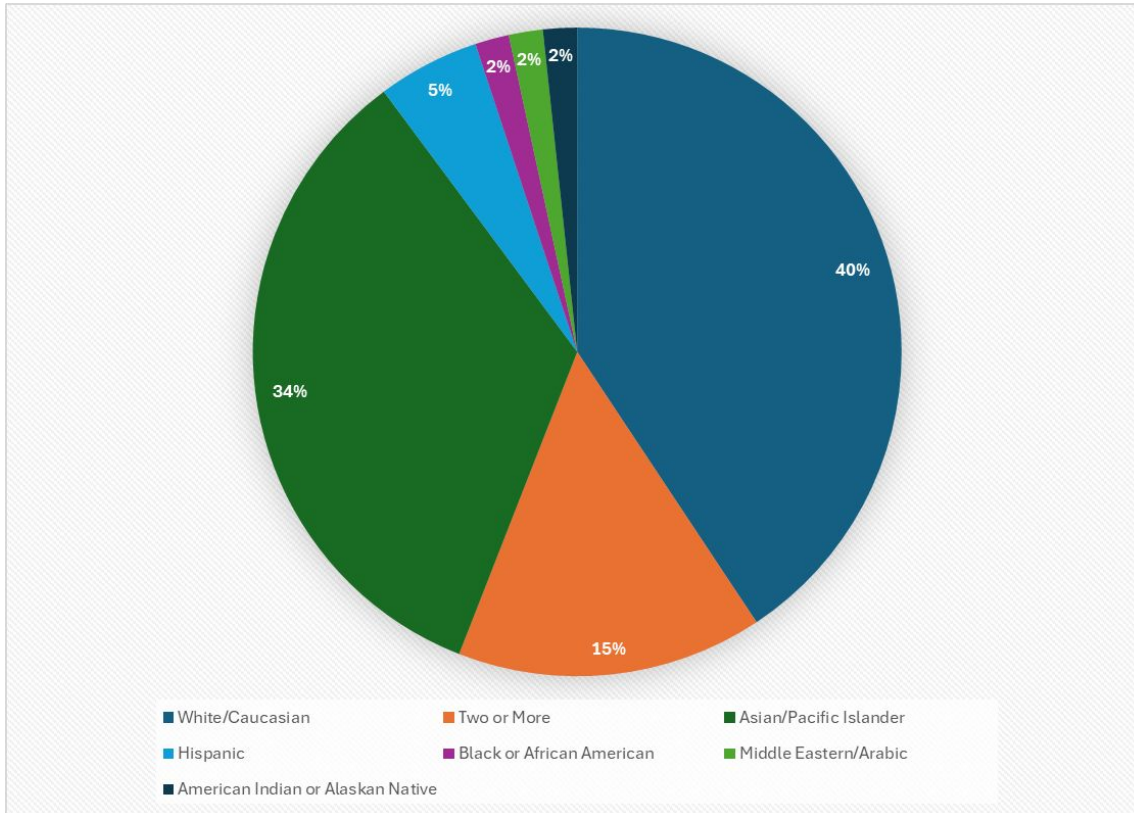- The main goal is to see how you work with others!

03

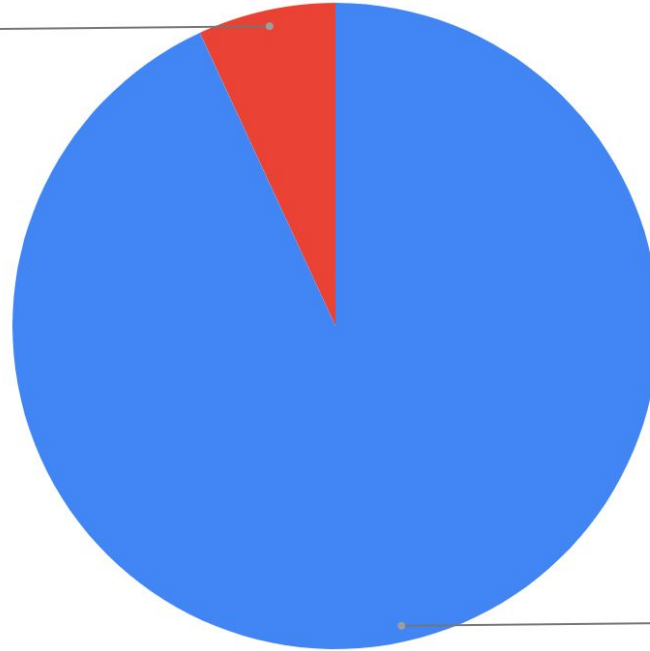## DEI in KTP

Gender Identity in KTP

Race/Ethnicity in KTP

40% — White/Caucasian
15% — Two or More
34% — Asian/Pacific Islander
5% — Hispanic
2% — Black or African American
2% — Middle Eastern/Arabic
2% — American Indian or Alaskan Native

International vs Domestic in KTP

04

Brainstorm

Brainstorm!

Talk about each question in a small group for a minute before the group conversation.

- Why do you think DEI is important in an organization like KTP?

- How can we support diverse backgrounds and perspectives in different aspects of KTP?

  - In the outreach process to Potential New Members (PNMs)?

  - In selecting new members during the rush process?

  - Within the brotherhood of KTP?

Why Celebrate?

- DEI initiatives are often perceived as tedious or imposed on people, which can create a sense of stigma around them

- On top of educating you all, I just want to remind you to really celebrate the diversity we have in KTP
  - Honor and recognize similarities & differences
  - Be aware of others

- Lets now celebrate with...

05

KTPhood!!!