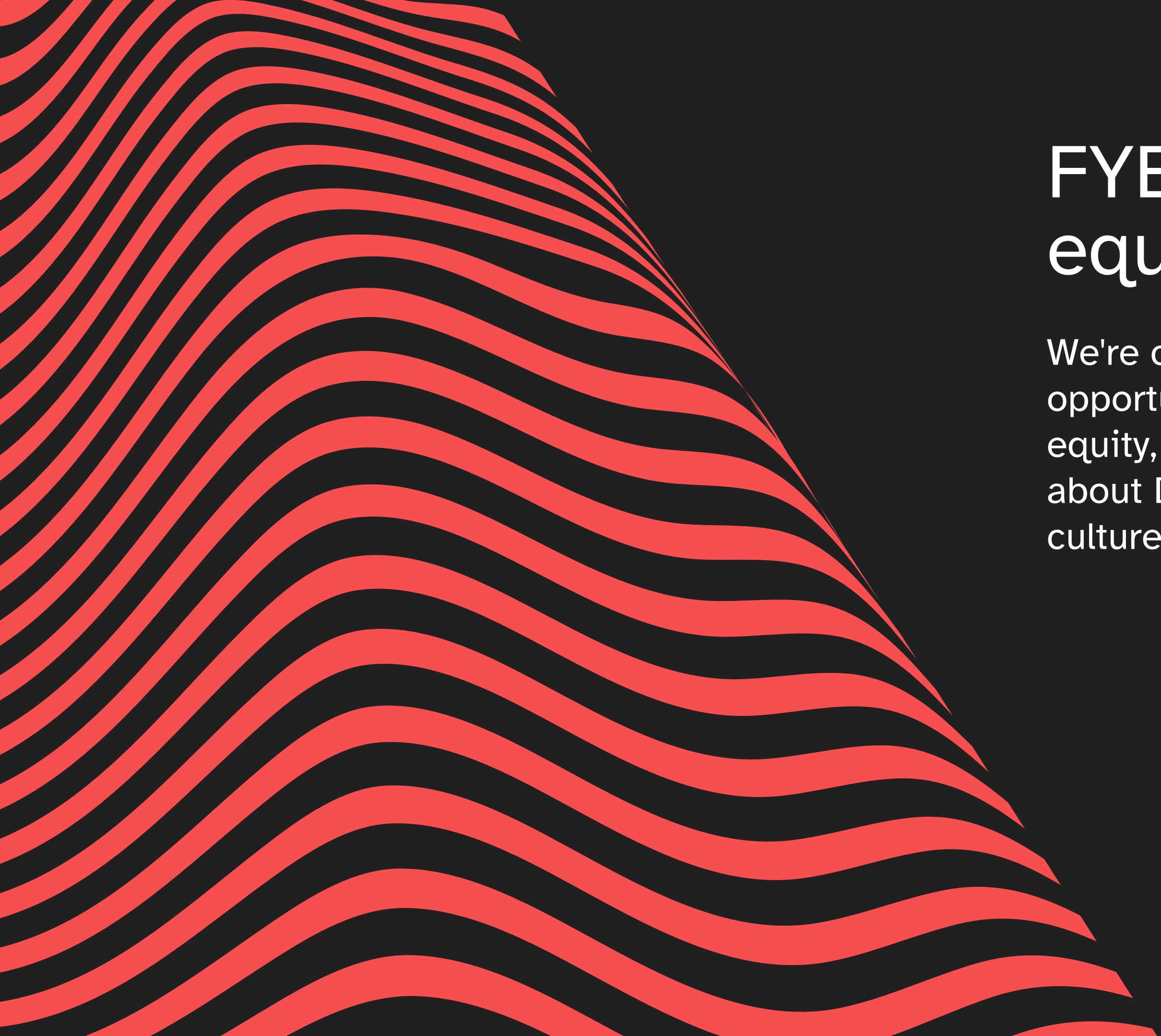


Learn, Apply, and Champion

Diversity, Equity, and Inclusion in the **Workplace.**





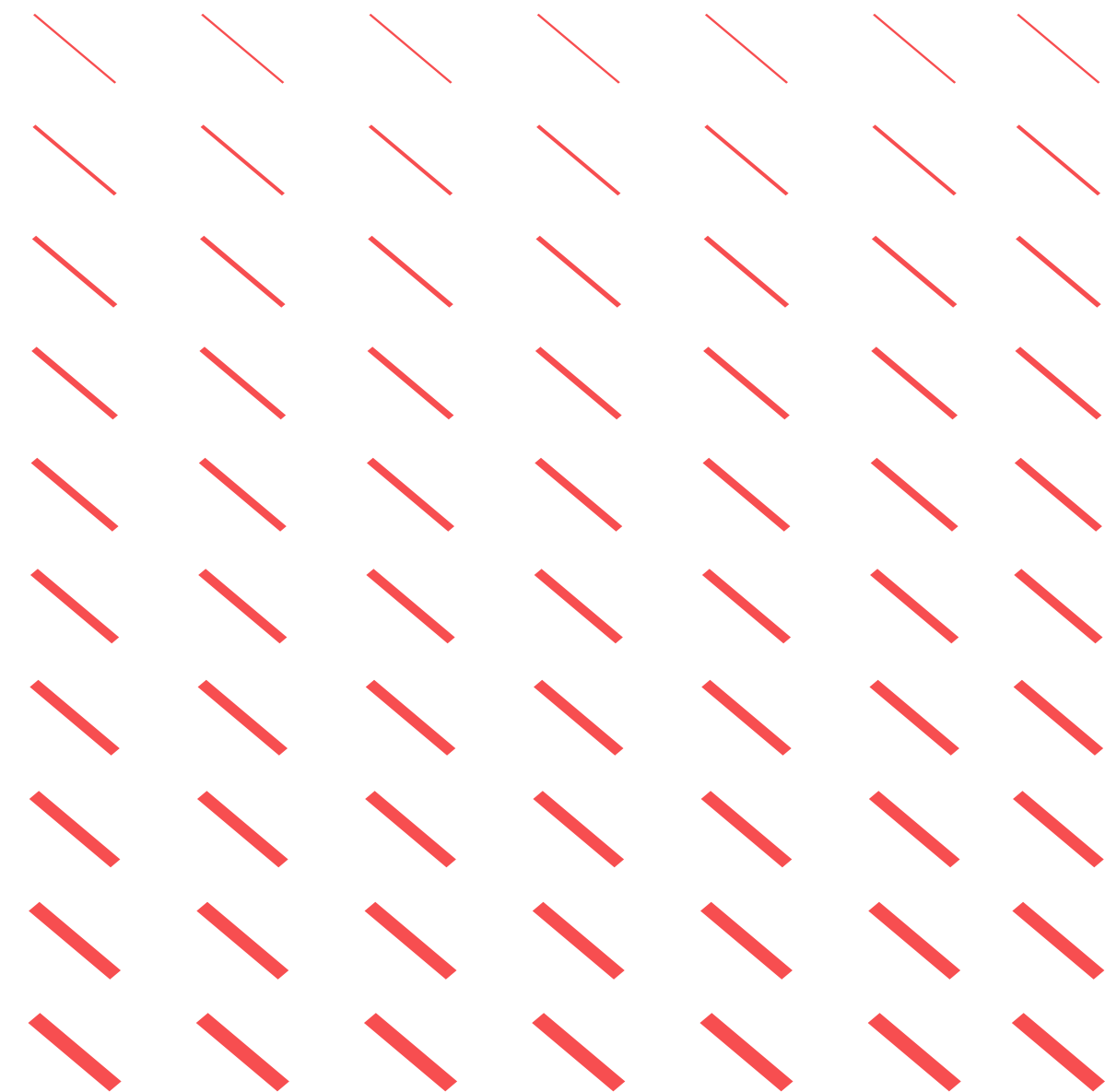
FYE believes in equal opportunity.

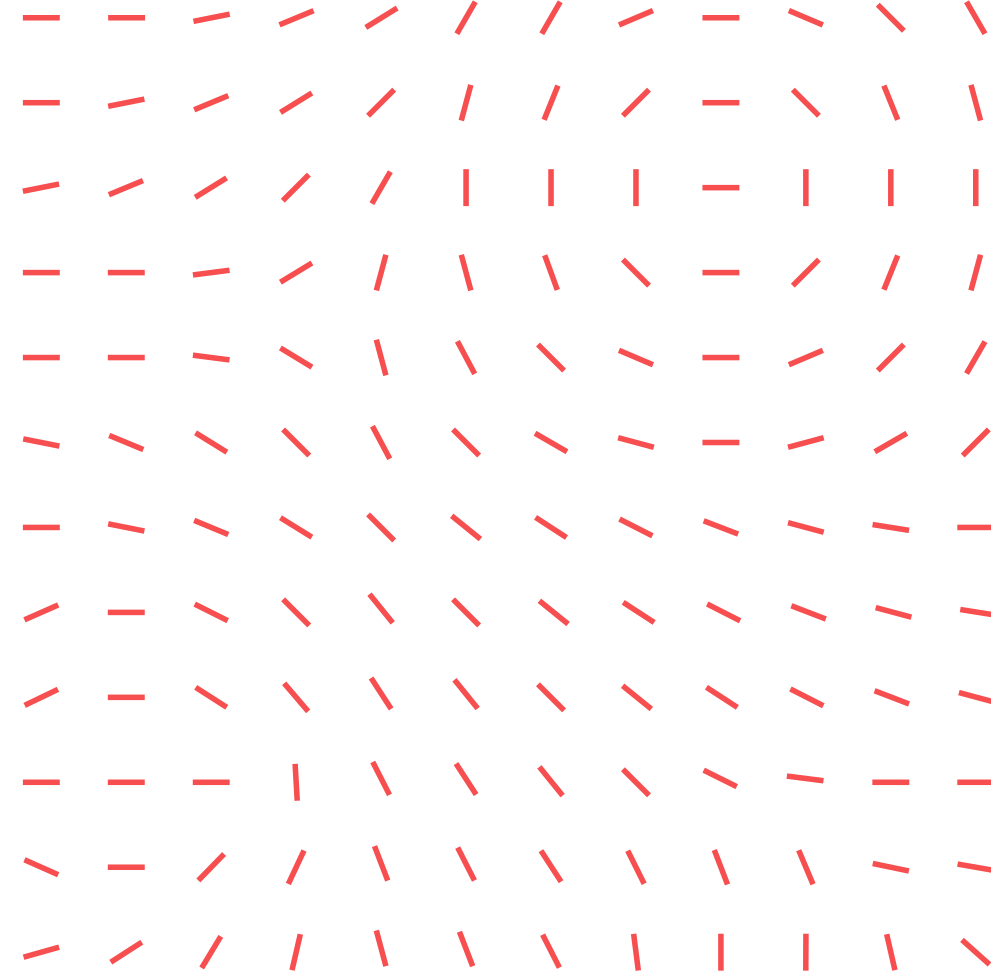
We're constantly looking for opportunities to promote diversity, equity, and inclusion (DEI). Learning about DEI helps create a workplace culture that honors everyone!



Understanding DEI.

DEI are values that guide FYE so we can create a positive and productive work culture. Ultimately, they help ensure that we're giving our customers real solutions from different perspectives, all while boosting morale and creativity.



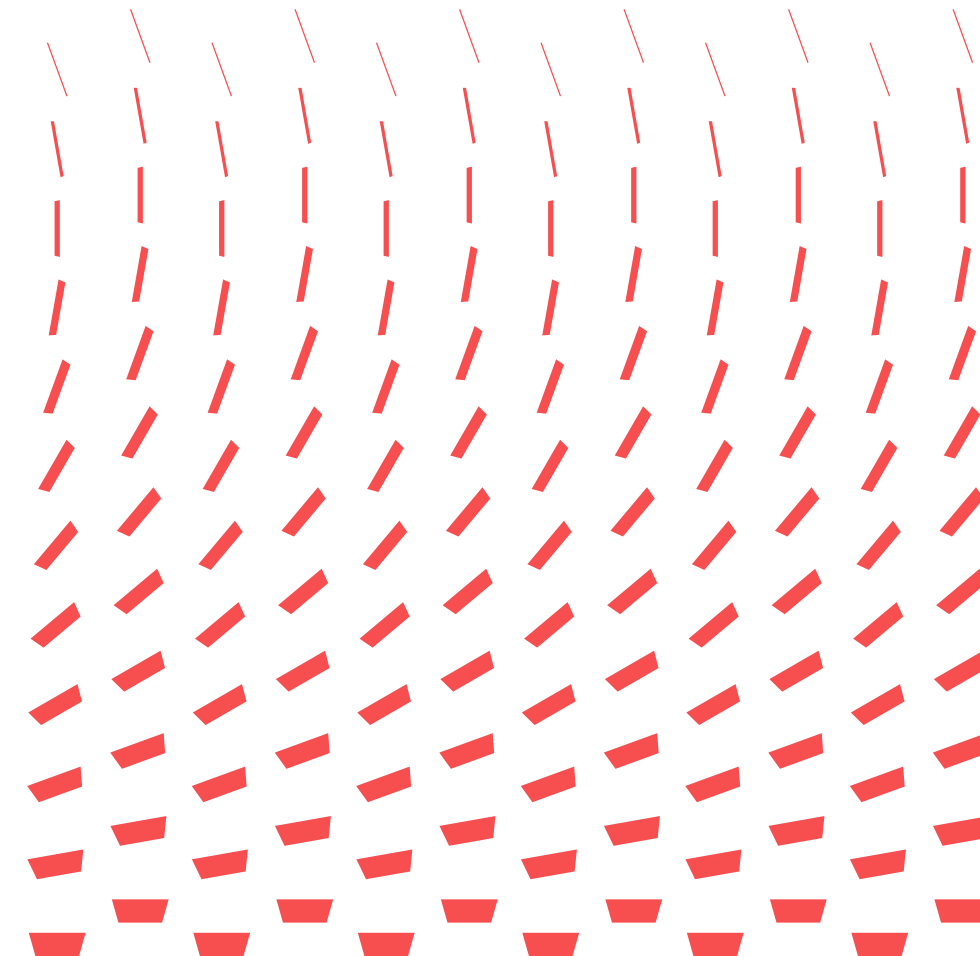


What is Diversity?

Diversity refers to our unique differences. This includes our race, ethnicity, gender, age, and ability, among others.

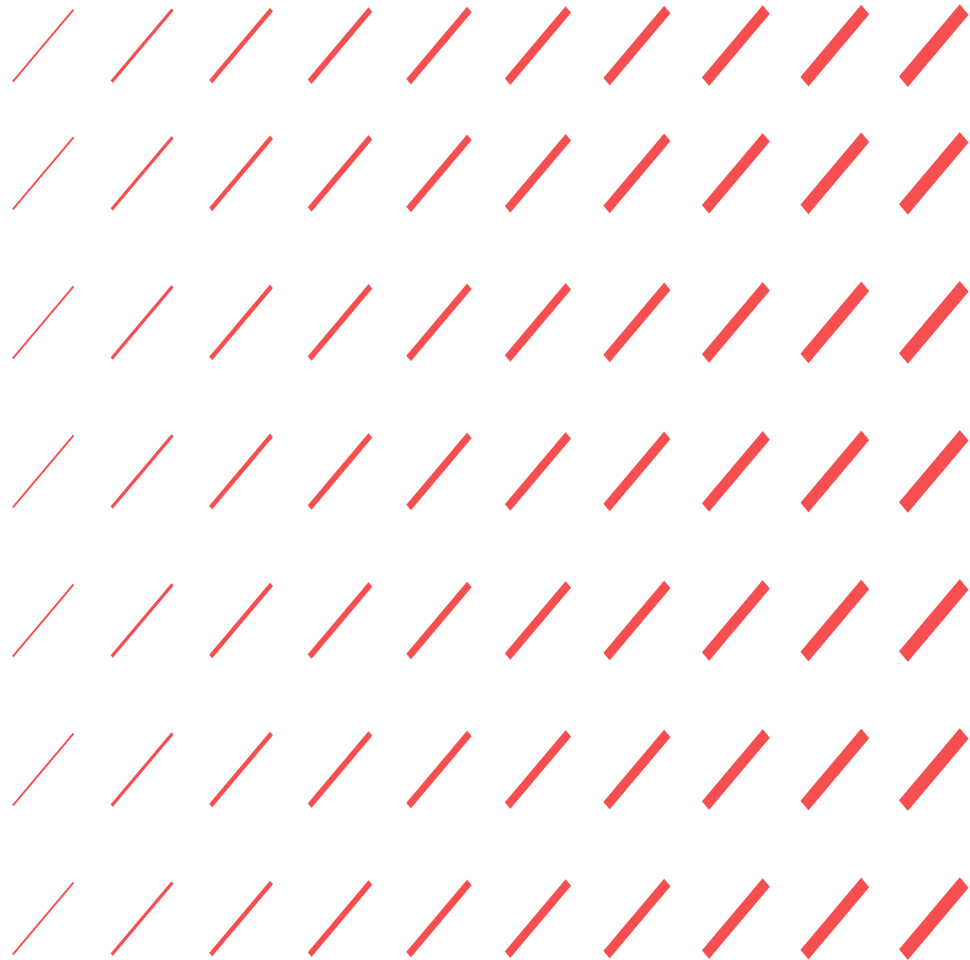
What is Equity?

Equity ensures that we all have access to various opportunities and resources regardless of our differences.

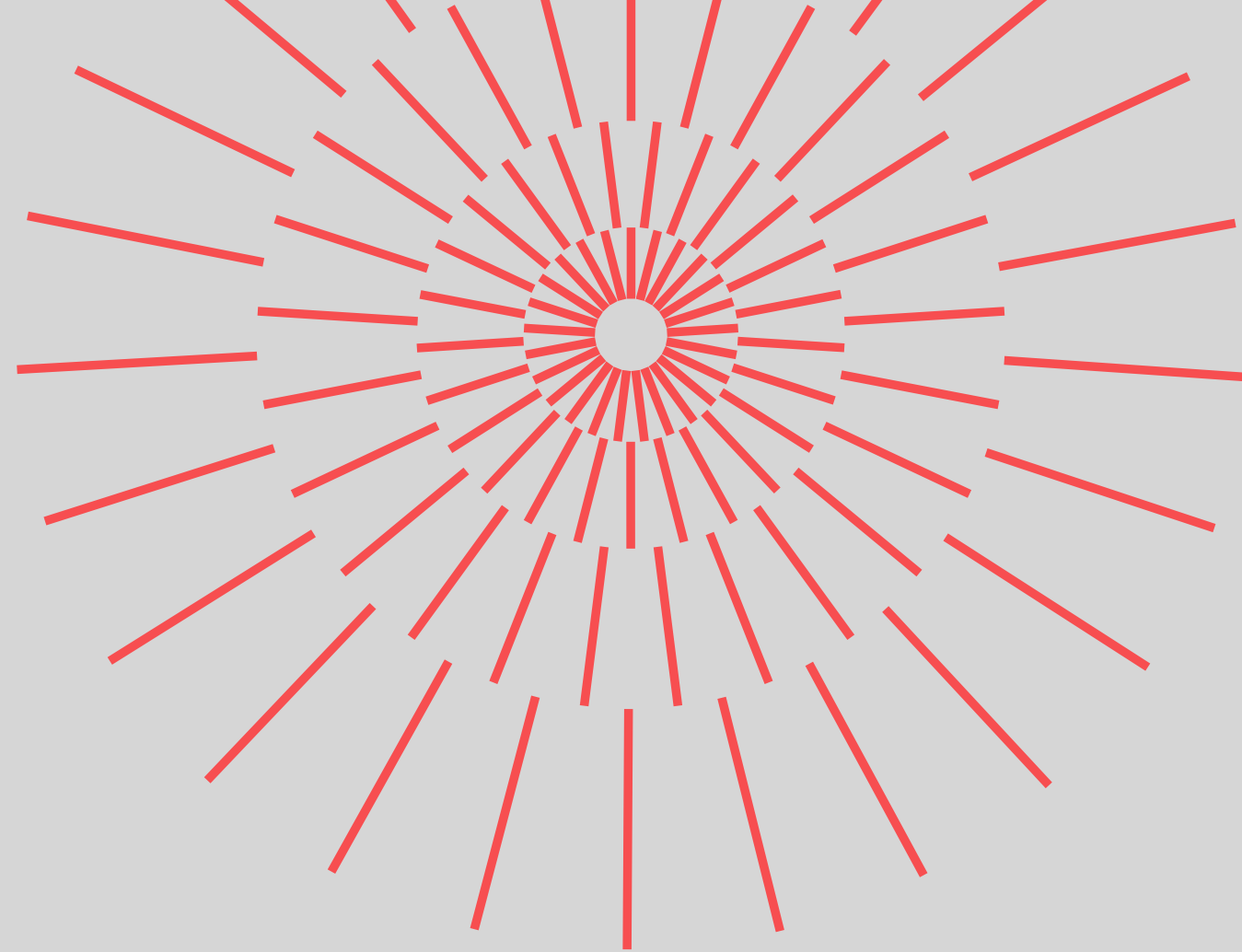


What is Inclusion?

Inclusion is making sure we have a supportive and respectful culture that values and listens to everyone.



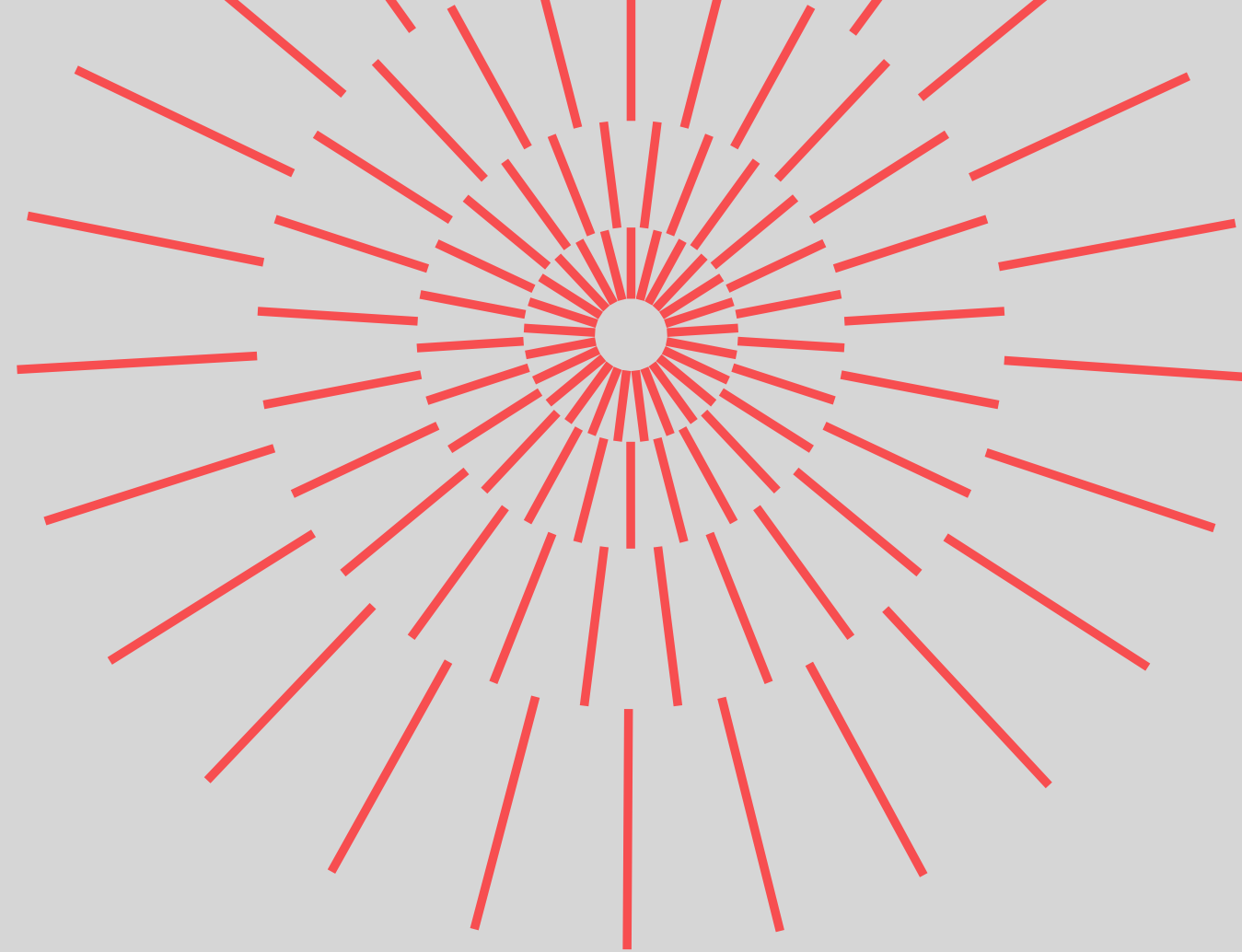
[Back to Agenda Page](#)



Our Ideas for Inclusion.

Clear, Inclusive Practices

- **Flexible Scheduling:** we offer flexible advising appointment scheduling options to accommodate students' diverse schedules and time zones. Be sure to ask prospective students what time zones they are in when scheduling appointments.
- **Inclusive Language:** Use inclusive language in advising communications and interactions to affirm students' identities and experiences.
- **Affirming Gender Identities:** Respect and affirm students' gender identities and preferred pronouns in advising interactions.
- **Cultural Sensitivity:** Be culturally sensitive and aware of cultural differences and nuances in communication styles, especially in digital interactions where non-verbal cues may be limited. (ask to see my presentation on non-verbal communication if you have not seen it)

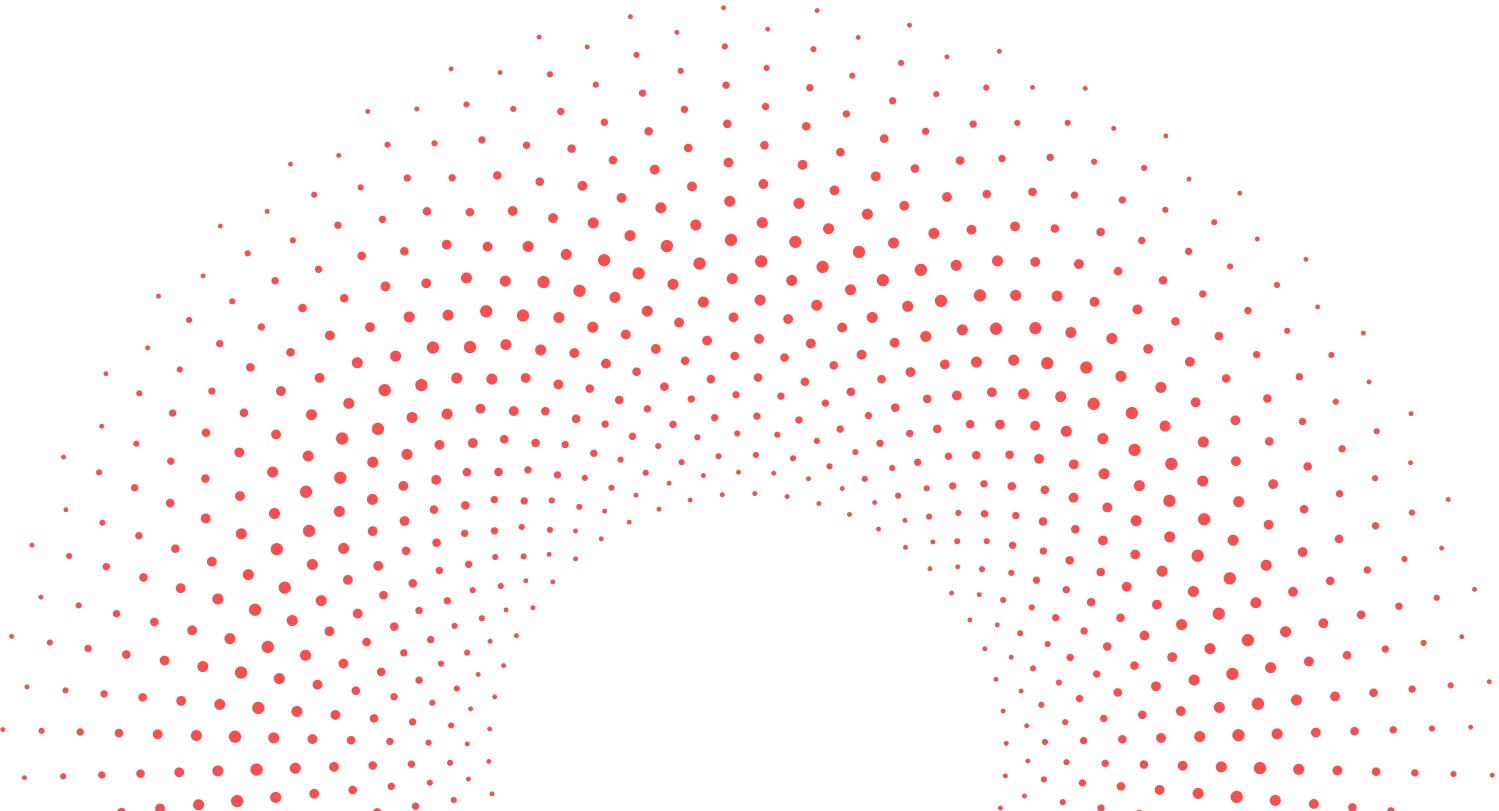
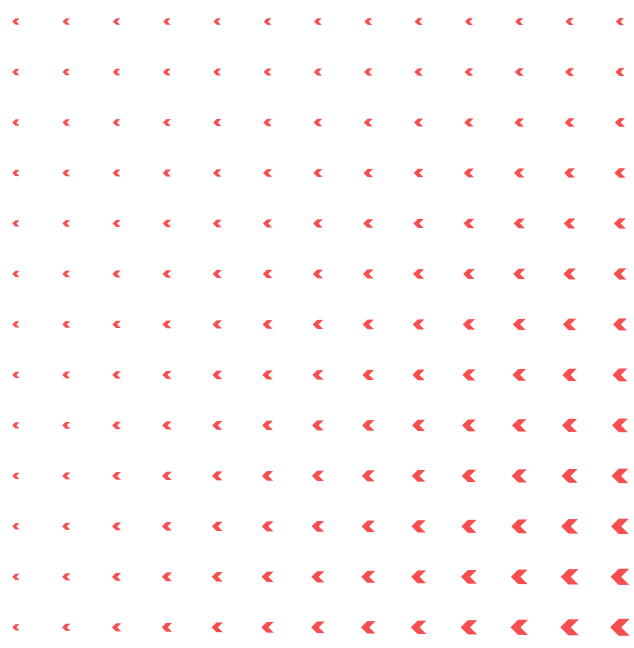


Our Ideas for Inclusion.

Clear, Inclusive Practices cont.

- **Creating a Comfortable Environment:** Foster a comfortable and welcoming environment during both digital and in-person appointments by using warm and inclusive language, maintaining eye contact (for in-person sessions), and ensuring appropriate lighting and background for digital sessions.
- **Feedback and Reflection:** Solicit feedback from students on their experiences with both digital and in-person advising appointments to continuously improve and refine the advising process.
- **Religious Accommodations:** Communicate the university's policy on religious accommodations, including procedures for requesting exemptions from vaccines etc.

Let's continue striving to create an
authentically diverse and **inclusive workplace!**



Any questions?

