



# Diversity & Inclusion

## Embracing Equity Toolkit

### Embracing Equity

#### An impulse by Susanna Romantsova

Diversity, equity, and inclusion are closely interconnected. When we embrace equity, we embrace diversity and inclusion. While equality assumes that all people should be treated the same, equity takes into consideration that individuals have different needs and experiences, and thus require a tailored approach to enable fairness, equal opportunities, and inclusion. It is a key factor in ensuring that individuals have the same chances to succeed and reach their full potential, regardless of their background or identity.

#### Two steps we can all take to further embrace equity:

##### 1. Exploring our identity

In order to embrace equity, it is important to understand our own identities and experiences as well as the challenges that we and other individuals face. This requires an approach that considers the intersection of multiple identities such as race, gender, sexual orientation, ability, and many more.

##### 2. Realizing our diverse backgrounds, challenges, and privileges

Recognizing our role in enriching the diversity of our organization is an important step in understanding the various challenges and opportunities. It is also crucial to understand our own privileges and challenges as well as the privileges and challenges faced by others.

**Personal leadership** by all is needed to be inclusive in our daily work. Make use of the following proven tools to help you to embrace equity.



If you want to explore the tools more and see the Diversity Deep Dive held by Susanna Romantsova, please visit the website by scanning the QR code.



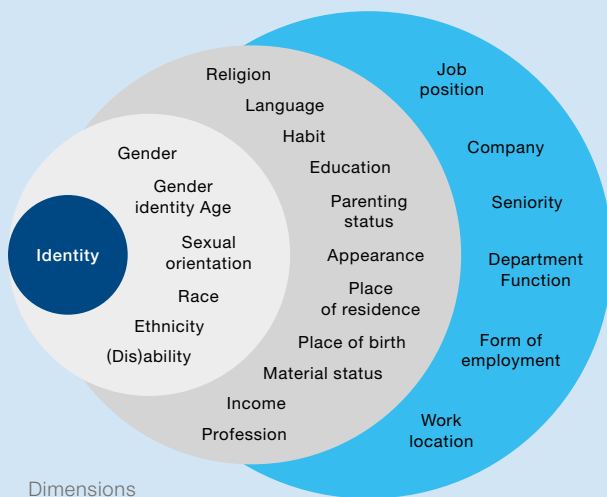
# TOOLS TO EMBRACE EQUITY

The following tools enable you to explore your identity and understand the impact of your privileges and obstacles in order to develop a more equitable workplace.

## My diversity wheel

### Description

- This tool enables you to understand the multiple dimensions of your identity and how it impacts team diversity.



Dimensions of our diversity

### Objective

- To realize how your identities are influencing your work life and how each of us contributes to team diversity.
- To understand why equity is essential for unleashing each individual's potential.

### Implementation

- Practice some self-reflection and highlight some identity aspects that come to mind when you describe yourself.
- Answer the questions: which dimensions have the most significance for me and impact on me as an individual? How does it influence my workplace?
- Reflect upon possible dimensions of other peoples' identity. You can also discuss this within your team.

**For example:** When introducing yourself, you are sharing many dimensions of your identity and start a conversation about similarities and differences: Monika, 45 years old, married with kids, located in Farmington Hills, holding a bachelor's degree with 20 years of professional experience, French national.

### Frequency

Before important discussions, teamwork, and decision-making processes.



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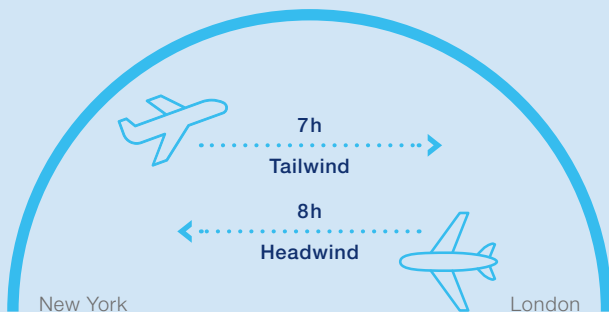


# TOOLS TO EMBRACE EQUITY

## My streams

### Description

- Using this tool, you will understand the effect of your privileges and obstacles related to your identity and their impact on your career and workplace experience.
- It is based on the concept of tailwind and headwind which are the reasons why, for example, the flight from London to New York lasts longer than the flight back.



### Objective

- To become more sensitive to your “headwinds” (obstacles we face in our lives related to our identity that slow down our progression in the workplace) and to those faced by others.
- To reflect also on your “tailwinds” (privileges that come with our identity, which helped us to get to the place where we are now).
- To increase empathy for those experiencing more obstacles than oneself.

### Implementation

Analyze what your streams are by answering the following questions:

- **My “tailwinds”:** What helped me in my life/career that I had no control over?
- **My “headwinds”:** What slowed me down in my life/career that I had no control over?
- **Embrace equity:** How can I maximize the advantages of my “tailwind” (privilege) to support others in mitigating the impact of their “headwinds” (obstacles) to build an equitable workplace?

**For example:** an employee who speaks English as their mother tongue can reflect on what impact this may have in the global context (e.g. in meetings held in this language) on non-native speakers of the English language.

### Frequency

In order to constantly develop equitable workplaces, this exercise and self-reflection can be done on a regular basis.



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Please share any questions or comments with us at [diversity@mahle.com](mailto:diversity@mahle.com).

Your Diversity Team