

VALUING DIVERSITY VS. MOVING TOWARD INCLUSION

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

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