BEYOND THE ‘DIVERSITY DIVIDEND’

Valuing inclusion in an explicitly ethical framework

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THE DIVERSITY DIVIDEND

Figure 2. Difference in Law Firm Profitability for Low Versus High Percentage of Diverse Race/Ethnicity Attorneys

Median Profitability Difference = $180,000
THE DIVERSITY DIVIDEND – LIMITATIONS

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EQUITY AND JUSTICE

And if thine eyes be turned towards justice, choose thou for thy neighbour that which thou choosest for thyself.
EQUITY AND JUSTICE – INSTITUTIONAL RACISM

Implicit Bias

Structural Racism

- Voting rights
- FHA Loans
- Residential segregation
- Access to education, green space, resources, safety, healthcare, etc.
- Jobs, living, & advancement

PRIMING ASSOCIATIONS, ASSUMPTIONS

HISTORY, POLICIES, PRACTICES

INEQUITABLE OUTCOMES & RACIAL DISPARITIES

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EQUITY AND JUSTICE – ETHICS AND EMPATHY
THE ONENESS OF HUMANITY

The world of humanity is like a tree, the nations or peoples are the different limbs or branches of that tree, and the individual human creatures are as the fruits and blossoms thereof.
THE ONENESS OF HUMANITY – UNIVERSAL PARTICIPATION
CONCLUSION – COMPLEMENTARY CONCEPTS

ONENESS OF HUMANITY

EQUITY AND JUSTICE

DIVERSITY DIVIDEND

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