



# Introduction to DEI + Industry Situational Report

Sophia HUDA | Ohio Recycling Coalition | 27 August 2020



# What is DEI?

## DIVERSITY

Diversity of people and perspectives

## INCLUSION

Power, voice, organizational culture

## EQUITY

Impact In policy, practice, and position

**DIVERSITY**

**INCLUSION**

**EQUITY**



**Quantity**

Different  
identities &  
cultures



**Quality**

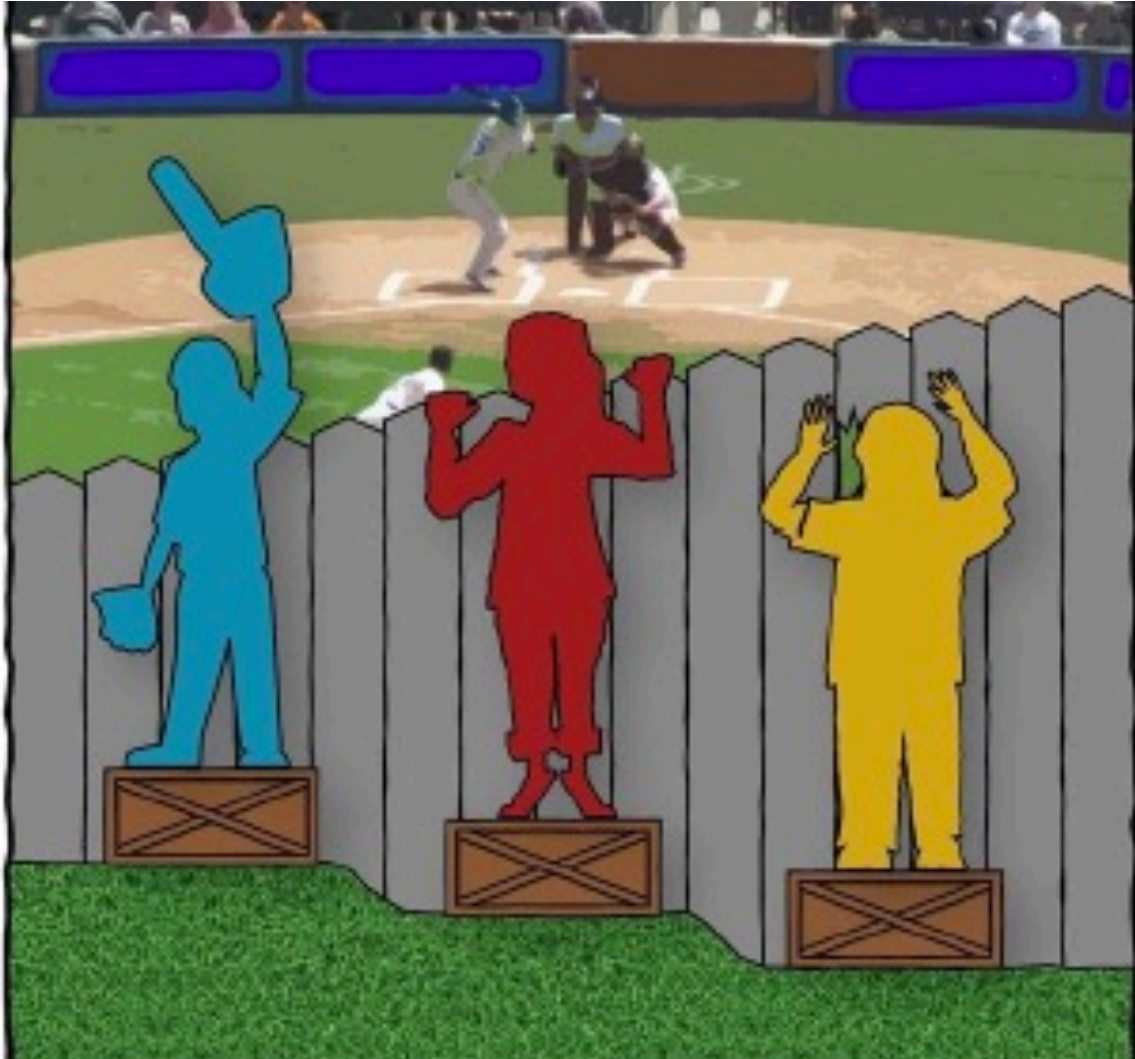
Participation  
across identities &  
cultures



**Justice**

Policies, practices, &  
procedures to ensure  
equitable outcomes

# Equality Vs. Equity



# Industry Statistics Very Unclear

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## Employed persons by sex, race and Hispanic or Latino ethnicity, 2019

| Women | White | Black/<br>African-<br>American | Asian | Latino | TOTAL   |
|-------|-------|--------------------------------|-------|--------|---------|
| 17%   | 79%   | 15%                            | 3%    | 22%    | 528,000 |

**NOTE:** Estimates for the above race groups do not sum to totals because data are not shown for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

[Source:](#) US Bureau of Labor Statistics, Table 18 – Waste Management and Remediation Services



# DSNY Diversity Goals

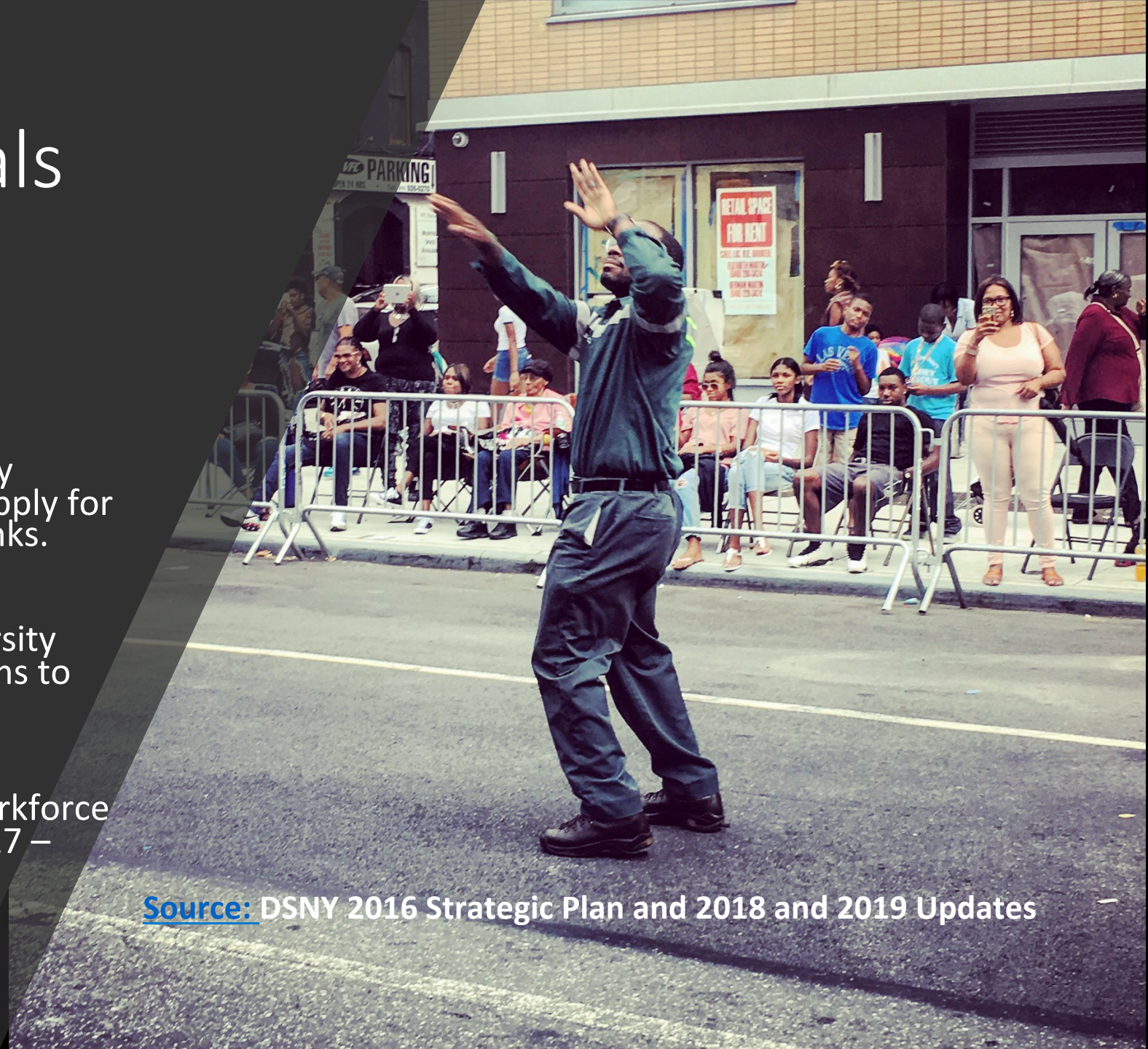
2013 Department faced lawsuits on discrimination

2016 Strategic Plan:

Increase the diversity of our workforce by recruiting underrepresented groups to apply for civilian and uniformed positions of all ranks.

- 2018: Appointed a Chief Supplier Diversity Officer to oversee policies and programs to increase opportunities for M/WBE
- 2019 Progress Report: 52% of total workforce is minority and female employees (2017 – 50%, 2018 – 51%)

[Source:](#) DSNY 2016 Strategic Plan and 2018 and 2019 Updates





# Benefits of diversity

2015 McKinsey report [\*Why Diversity Matters\*](#) found correlation between racial and ethnic diversity in companies and better performance.


- Diversity = High ROI!

Advantages of diversity in teams:

- More creativity
- More challenging but yields better ideas and outcomes

Diversity is not enough, organizational structure and behavior has to want to take advantage of it too!





**Organizations that make decisions and policies that impact a multicultural society should reflect that society internally!**

Why does  
diversity  
matter?

- NYC: City lacking outreach to minority communities most impacted by extreme heat
- Some communities don't prioritize environmentalism in the same way.
- Not everyone has the same experience or relationship with the environment.
- How to engage those communities?





## The History of Environmentalism in the US... and why that matters for waste management!



- Environmentalism requires buy-in from society
- Jon Muir + The Sierra Club
- 2014 Study [\*State of Diversity in Environmental Organisations\*](#)
- Perpetuated by media and culture



# Environmental Justice + Intersectional Environmentalism

- EJ = Sharing environmental benefits and burdens
- IE: An inclusive version of environmentalism that advocates for both the protection of people and the planet. It identifies the ways in which injustices happening to marginalized communities and the earth are interconnected. It brings injustices done to the most vulnerable communities, and the earth, to the forefront, and does not minimize or silence social inequality. *Intersectional environmentalism advocates for justice for people and the planet.* – Leah Thomas
- Social inequalities are growing... how do we ensure sustainability/environmentalism is a priority for everyone?







**How can we expect buy-in and participation in recycling and waste reduction initiatives from the residents of our diverse and multicultural cities when they don't even feel represented?**





# Thank you!

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[sophia@sophiahuda.com](mailto:sophia@sophiahuda.com)

