



DEI Council Vision Statement

At Marquette, our vision is to foster an environment where every employee feels empowered to bring their authentic self to work and know that their unique background, experiences and perspectives are valued.

For our customers and community, we strive to demonstrate, through our actions, that we celebrate and embrace each of you because we know we are better together. We are committed to challenge ourselves to live this vision every day. Because when it's your hometown, it matters that much more.

Why do we need a DEI Council at Marquette?

Diversity, Equity and Inclusion are essential in today's environment. DEI allows organizations to be more inclusive of different ideas, cultures and lifestyles, leading to improved company culture. It also puts companies in the position to hire the best employees from a diverse and often untapped candidate pool while increasing customer satisfaction with their services. Welcoming diversity brings together people from different backgrounds, showcases a variety of perspectives and leads to innovation and creativity.

DEI Defined

Diversity is where everyone is invited to the party

The presence of different groups of people in one place as defined by their race, ethnicity, nationality, gender, sexual orientation, religious beliefs, political affiliations, socioeconomic status, language(s), abilities or disabilities, and age. *Diversity may be the hardest thing for a society to live with and perhaps the most dangerous thing for a society to be without.*

Equity means that everyone has the opportunity to go out on the dance floor.

Equity is the promotion of justice fairness by institutions or systems to people with different needs and backgrounds. Equity considers people's differences and adjusts for existent inequalities so everyone can reach the same outcomes. *The opportunities afforded by an equitable workplace motivate employees to achieve. Diversity in the workplace is often the result of workplaces that are functioning equitably.*

Inclusion means that everyone gets to contribute to the playlist.

Inclusion is the practice of ensuring that people feel a sense of belonging in the workplace by measuring how welcoming an organization is to people in under-represented groups and determining whether they have the same opportunities and access to resources as the majority of other employees. *Inclusion is valuing diversity by creating an environment where differences are celebrated and used to benefit the organization. Diversity cannot exist without inclusion.*



EQUALITY



EQUITY



INCLUSION