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# Inclusivity and Diversity

## Leaving No One Behind



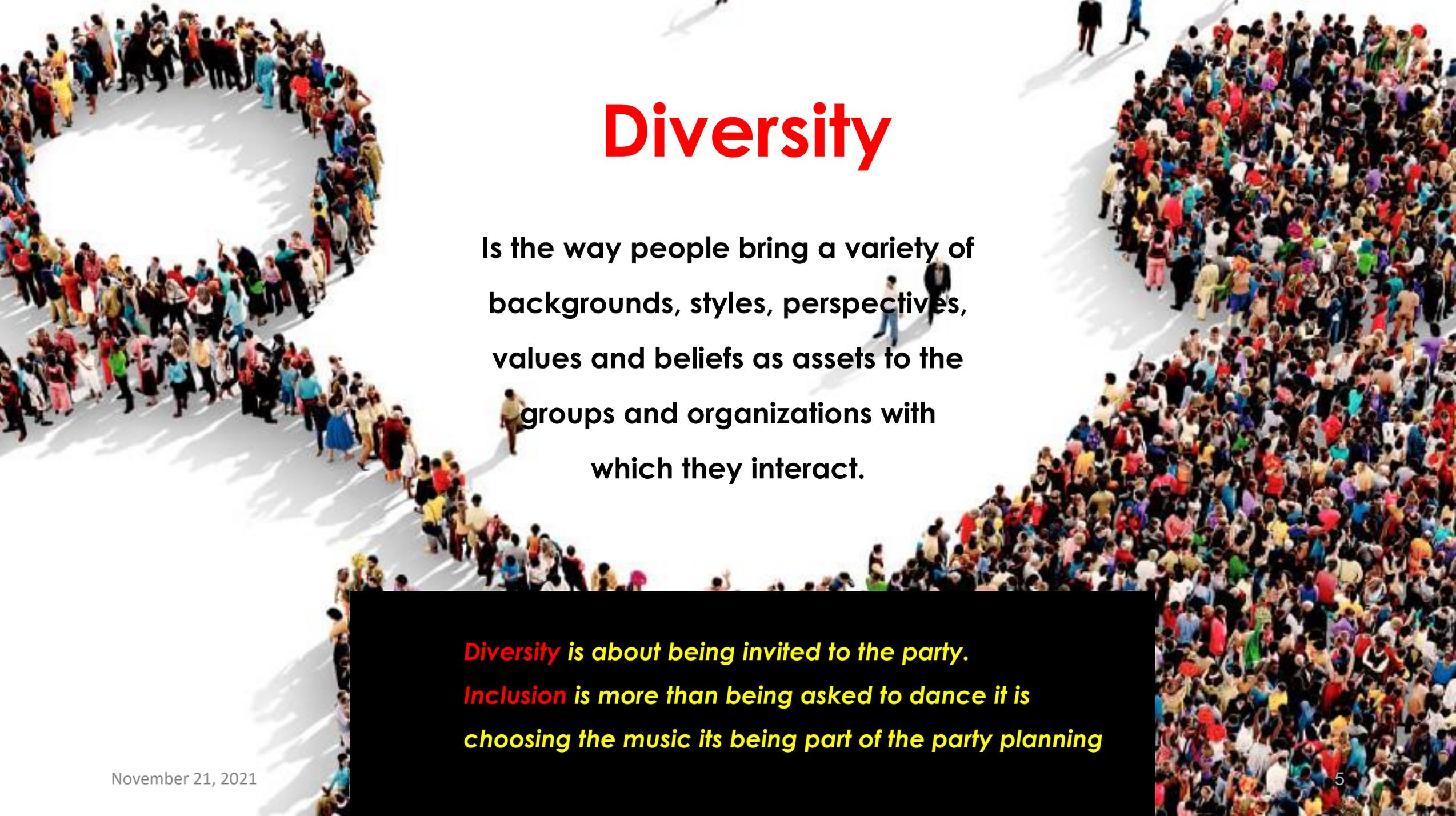
# Outline

-  **Introduction**
-  **Causes of Exclusion**
-  **Living Behind: Patterns of Social Exclusion**
-  **Policy Imperatives for Leaving No One Behind**

# Exclusion

A state in which individuals are unable to participate fully in **economic, social, political and cultural activities.**





# Diversity

Is the way people bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact.

*Diversity is about being invited to the party.  
Inclusion is more than being asked to dance it is  
choosing the music its being part of the party planning*

# Causes of exclusion

**Poverty** is a primary factor of risk being left behind hence putting the poor left behind.



- ❖ **Unequal power** relationships interacting across four main dimensions—economic, political, social and cultural ( even with affirmative action)
- ❖ Lack of standard data sources- Data gaps
- ❖ A combination of linked problems such as unemployment
- ❖ Poor skills, low incomes, poor housing, high crime, poor health and family breakdown



# Inclusion

- ❖ The process of improving the terms of **participation** in society for people who are disadvantaged on the basis of age, sex, disability, race, ethnicity, origin, religion, or economic or other status, through enhanced opportunities, access to resources, **voice** and **respect for human rights**.

# Inclusion

- ❖ Inclusion is a core **aspiration of the 2030 Agenda**.

Conceptual and analytical work on what constitutes inclusion, as well as efforts to improve data availability, are needed

- ❖ Realizing the human rights of all, is at the heart of the Agenda 2030 with the commitment to “leave no one behind” and prioritizing the “furthest behind first”.

- ❖ In addition to “leave no one behind” being mainstreamed in the agenda, one specific goal (SDG 10) has been dedicated to reducing inequalities within and among the countries.

- ❖ This means is “A healthy life for all”.

# Inclusion

- The principles of inclusion also apply to our organization as well as those of our implementing partners. Through the strengthen capacity and that of implementing partners to be more inclusive as an organization.
- Linking to the Agenda for Sustainable Development, this means that we strive to leave no one behind,

# Inclusion

- meaning that **everyone is able to fully participate in decision making processes** related to them, their family and their society and enjoy basic health regardless of: gender, age, ethno-racial background etc.
- **Inclusion in work place** As of 2016, Women made up approximately 32% of the workforce, compared to the national average in India of 20%. The vision was to create an inclusive workplace and to leverage diversity for a sustainable competitive advantage.

**Living behind:**  
**Patterns of social  
exclusion**



# In Education

The gross underrepresentation occurs due education.

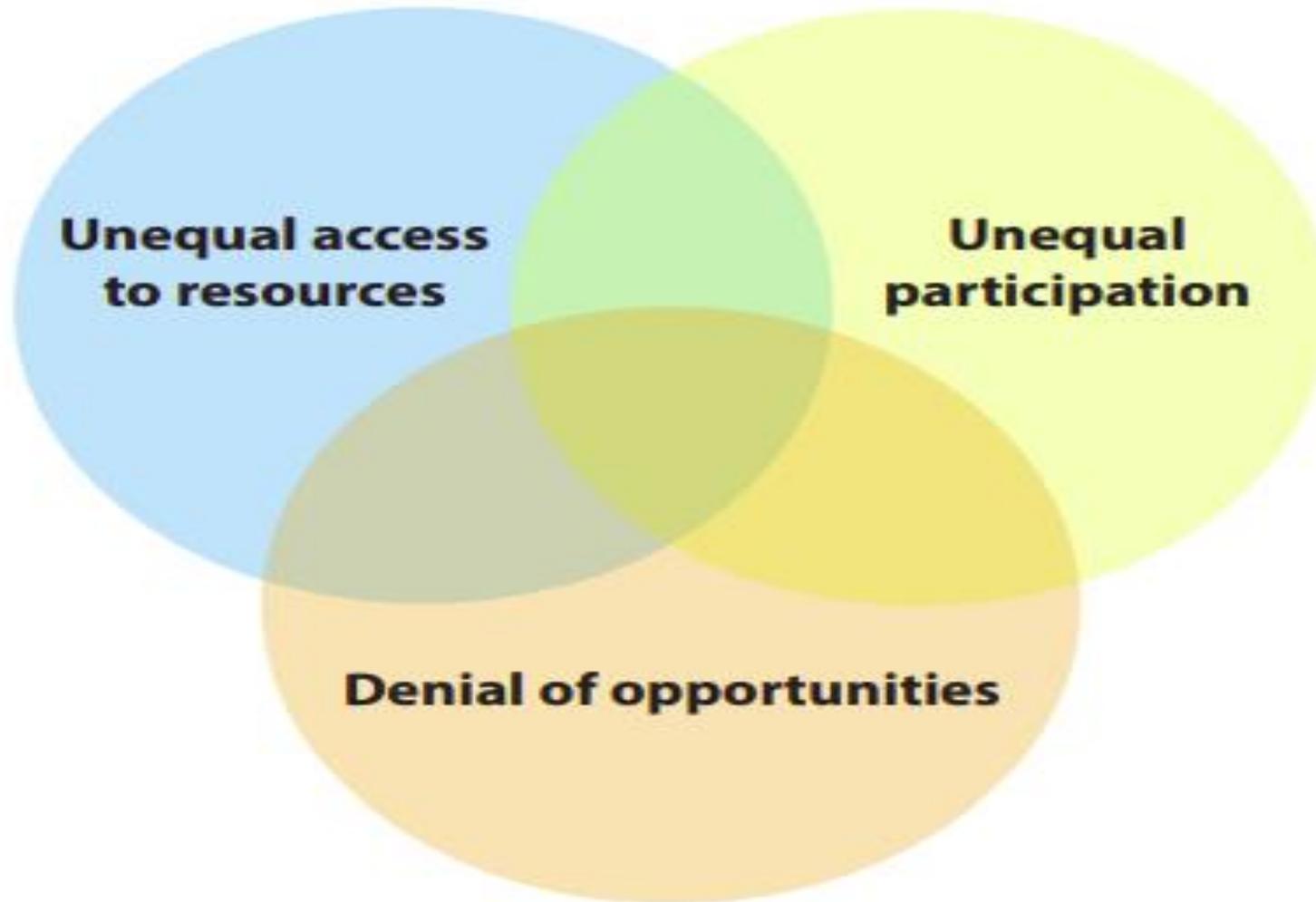


## In the Workplace

Males highly dominate the industrial sector, with only 4% of workforce consisting of women

- The principles and goals of The Universal Declaration of Human Rights are at the epicentre of its diversity and inclusion strategy
- Merit-based recruitment and merit-based promotions create an imbalance for the disadvantaged groups.
- When an issue crops up, the individuals are sent to HR to resolve the matter. Companies that are embracing strategic diversity management focus on equal opportunities for all. **The inherent challenge is how to satisfy diverse individual needs without being perceived as “unfair”** by other employees who might demand similar treatment.

# Key dimensions of leaving others behind



# How inclusivity can be done?

Give People the Opportunity to:

- ❖ Secure jobs
- ❖ Access services
- ❖ Connect with family, friends, work, personal interests and local community
- ❖ Deal with personal crisis
- ❖ Have their voice heard

# Meeting Agenda 2030 aspirations

- **Reducing disadvantage**- making sure people in need benefit from access to good health, education and other service.
- Increase social, civil and economic participation helping everyone get the and support they need so they can work and connect with the community, even during hard times.
- A greater voice, combined with greater responsibility- governments and other organizations giving people a say in what service they need and how they work, and people taking responsibility to make the best of the opportunities available.



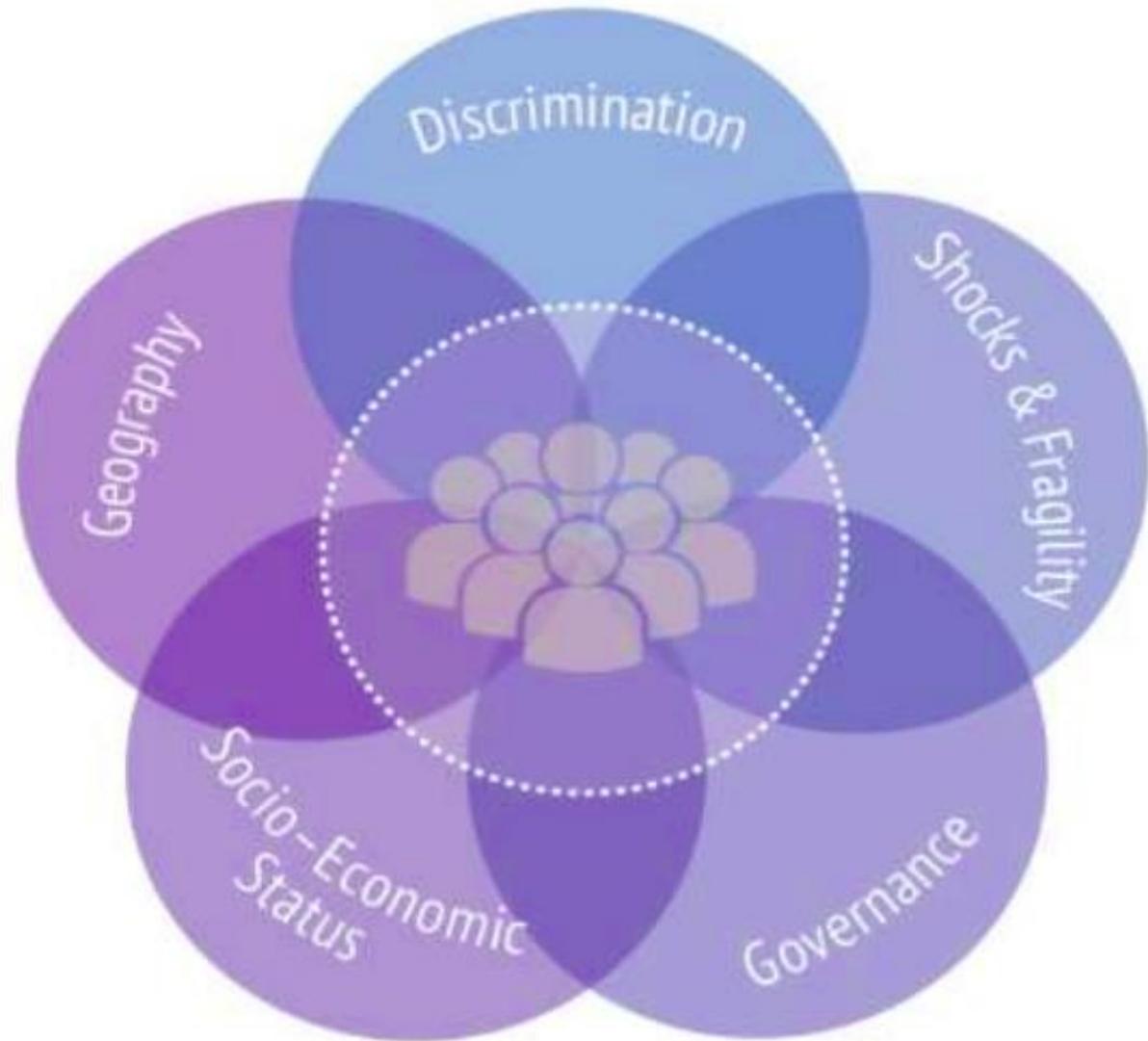
# Africa's Agenda 2063 Aspiration



November 21, 2021

- ❖ An Africa with a strong cultural identity, common heritage, values and ethics—Africa, as the cradle of human civilization, is custodian of a cultural patrimony that has contributed enormously to human progress. African cultural identity, values and ethics as a critical factor in Africa's re-emergence on the global stage in the decade of the 2010s, will be promoted and strengthened by 2063.
- ❖ Inclusive economic growth with expanded job opportunities, especially for the youth and women

# Who is left behind



- **1. Discrimination:** What biases, exclusion or mistreatment do people face based on one or more aspect of their identity (ascribed or assumed), including prominently gender as well as ethnicity, age, class, disability, sexual orientation, religion, nationality, indigenous, migratory status etc.?
- **2. Geography:** Who endures isolation, vulnerability, missing or inferior public services, transportation, internet or other infrastructure gaps due to their place of residence?
- **3. Governance:** Where do people face disadvantage due to ineffective, unjust, unaccountable or unresponsive global, national and/or sub-national institutions? Who is affected by inequitable, inadequate or unjust laws, policies, processes or budgets? Who is less or unable to gain influence or participate meaningfully in the decisions that impact them?
- **4. Socio-economic status:** Who faces deprivation or disadvantages in terms of income, life expectancy and educational attainment? Who has less chances to stay healthy, be nourished and educated? Compete in the labour market? Acquire wealth and/or benefit from quality health care, clean water, sanitation, energy, social protection and financial services?
- **5. Shocks and fragility:** Who is more exposed and/or vulnerable to setbacks due to the impacts of climate change, natural hazards, violence, conflict, displacement, health emergencies, economic downturns, price or other shocks?

# Conclusion

- ❖ **There is need to build on individual and community strengths**
- ❖ **Build partnerships with key stakeholders**
- ❖ **Developing tailored services**
- ❖ **Build joined-up services and whole of government solutions**

# Conclusion

(Cont...)

- ❖ **Using evidence and integrated data to inform policy**
- ❖ **Planning for sustainability**
- ❖ **Social inclusion non discrimination, listen to the target group needs**
- ❖ **Empowerment**

# Conclusion

(Cont...)

- ❖ **Enabling a target group work**
- ❖ **Involvement in governance and decision making**

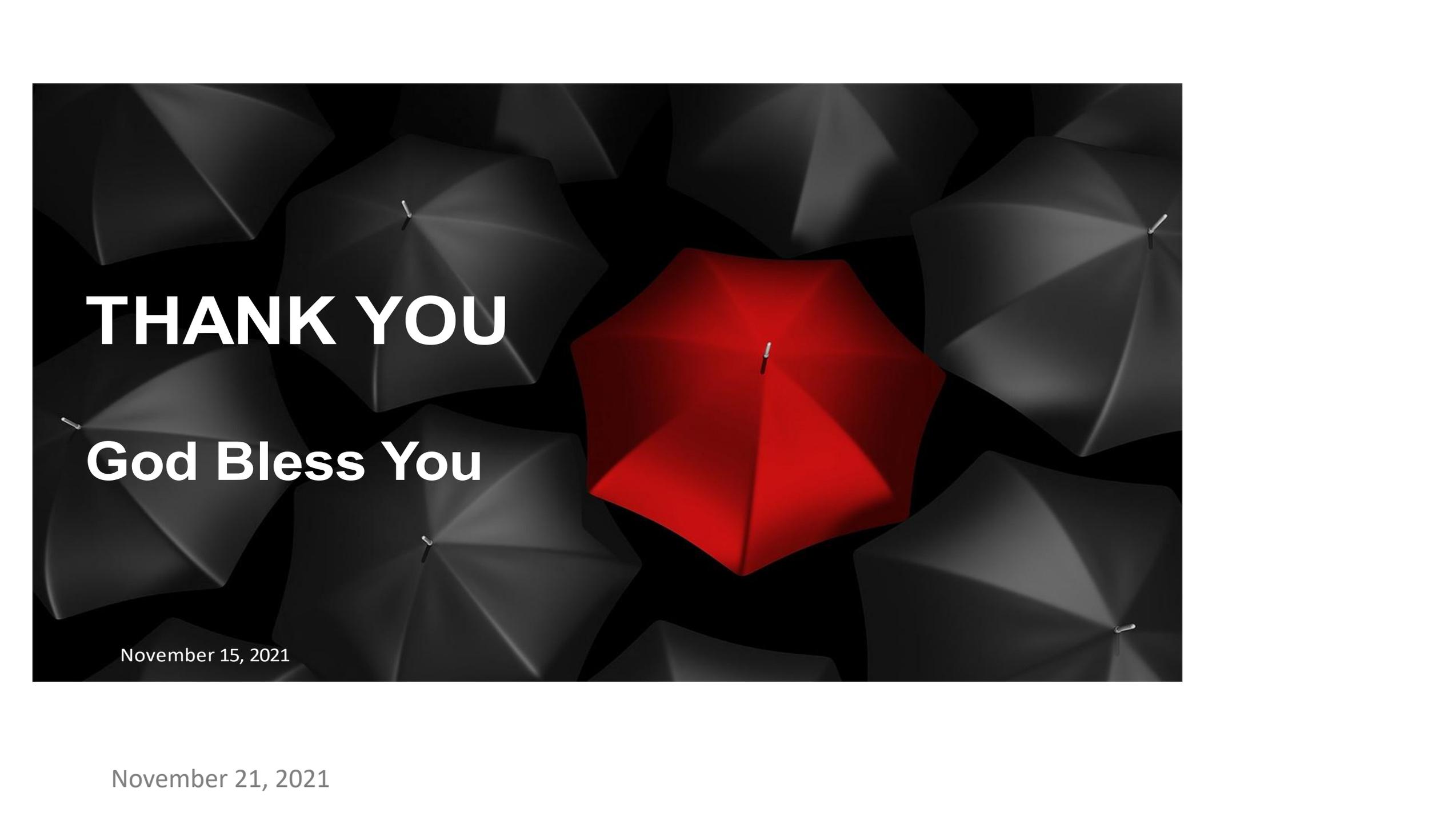
# Policy Imperative

- Identify those who have been left behind with the help implementing partners and community stakeholders.

# What Next?

- The **United Nations Secretariat** cannot by itself change these political and social realities. What it can do, is **describe the situation**, try to raise the world's consciousness about worrying failings and recommend concerted actions that Governments might wish to take to overcome them
- “Due diligence”. Each organization and community has a specific potential to ensure that no one is left behind. **“it is difficult to come up with a single way.”**
- Hold Governments accountable for their pledge to leave no one behind, basing on the Sustainable Development Goals targets which include specific reference to vulnerable and disadvantaged groups including through data disaggregated by age, sex and other criteria

- *In summary **Equality** is being invited into the room. **Diversity** is getting a seat at the table. **Inclusion** is sharing your views and being heard. An **inclusive leader** enables all of this to happen.*

A collection of umbrellas, with one red umbrella standing out among many black ones.

**THANK YOU**

**God Bless You**

November 15, 2021

November 21, 2021