DIVERSITY + INCLUSION
as an Ethics Construct
TODAY
We’ll Discuss

+ Audience participation (menti.com)
+ How PE/PS rules encourage being inclusive and pursue diversity
+ A few definitions & a bias exercise
+ The negative side to diversity and inclusion
+ Business case for D&I
+ Ways to enhance diversity and inclusion in our profession
+ Recommendations and conclusion
On smart device go to: menti.com
(join a presentation)
use code (???? ????)

“Honesty is the highest form of intimacy.” – unknown
The Golden Rule

That nature only is good when it shall not do unto another whatever is not good for it's own self. 

What is hateful to you, do not do to your fellow man. That is the entire Law; all the rest is commentary.

This is the sum of duty: do naught to others that which if done to thee would cause pain.

Blessed is he who prefers his brother before himself.

Hurt not others with that which pains yourself.

No one of you is a believer until he desires for his brother what he desires for himself.

Do unto others as you would have them do unto you.
Morality

“Clear thinking requires courage rather than intelligence.”
Thomas S. Szasz
Ethics and the Role of Ethicists

personal

Group

Societal Ethics
PROFESSIONAL ETHICS: Encompass the personal and corporate standards of behavior expected by professionals.
ENGINEERING ETHICS: The set of rules and guidelines that engineers adhere to as a moral obligation to their profession and to the world.
Ohio Revised Code Section 4733.151 (C)(2)

A person registered as a professional engineer or professional surveyor shall complete at least two of the thirty hours required under division (A) of this section on professional ethics or rules relevant to the practices of engineering or surveying.
## Rules Relevant to the Practice of Engineering or Surveying

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I DEDICATE MY PROFESSIONAL KNOWLEDGE AND SKILL TO THE 
ADVANCEMENT AND BETTERMENT OF HUMAN WELFARE.

I PLEDGE

TO GIVE THE UTMOST OF PERFORMANCE

TO PARTICIPATE IN NONE BUT

HONEST ENTERPRISE

TO LIVE AND WORK ACCORDING TO THE LAWS OF
MAN AND THE HIGHEST STANDARDS OF

PROFESSIONAL CONDUCT

TO PLACE SERVICE BEFORE PROFIT, THE HONOR AND STANDING
OF THE PROFESSION BEFORE PERSONAL ADVANTAGE, AND

THE PUBLIC WELFARE

ABOVE ALL CONSIDERATION

WITH HUMILITY AND THE NEED FOR

DIVINE GUIDANCE,

I Make This Pledge.
“In the perspective of every person lies a lens through which we may better understand ourselves.”

*Ellen J. Langer*
1. Integrity is service to all
2. It is an exercise in inclusivity
3. The public we serve includes ALL people
But who are those folks that we are seeking to be “included?”

Well, everyone else outside ourselves.

As much as anything else, an exercise in inclusion is an exercise in personal introspection.
Diversity incorporates elements that make humans unique from one another, and those ways and combinations are countless.

Workplace inclusion means delivering a working environment where all employees, irrespective of their age, experience, or position, are treated impartially and graciously. Along with that, they have access to the right resources to contribute to the organization’s growth and are finding growth for themselves too.

“Wit consists in seeing resemblances between things which differ, and the difference between things which are alike.”

Madame de Staël
BIAS... what does that even mean?

We do not see things as they are, we see things as we are.”
Anais Nin
D+I is about People and Perspective

“It is what we think we already know that often prevents us from learning.”

Claude Bernard
D+I is about People and Perspective

“It is what we think we already know that often prevents us from learning.”

Claude Bernard
D+I is about People and Perspective

“It is what we think we already know that often prevents us from learning.”
Claude Bernard
"How can each of you be so certain you are right?" asked the King.
The six blind men considered the question.
And then, knowing the King to be a very wise man, they decided to say nothing at all.
"The elephant is a very large animal," said the King kindly. "Each man touched only one part. Perhaps if you put the parts together, you will see the truth."
The six wise men rested quietly in the shade, thinking about the King’s advice.
"He is right," said the first blind man. "To learn the truth, we must put all the parts together."

D+I is not New in the U.S.

USA is a melting pot.

Give me your tired, your poor, Your huddled masses yearning to breathe free, The wretched refuse of your teeming shore.

America is a Salad Bowl: Different ingredients are all mixed together to make one thing, yet each ingredient also retains its own characteristics.

“"It is not the strongest of the species that survives, nor the most intelligent. It is the most adaptable to change.”

Charles Darwin

14th Amendment declaring that all people are to be seen as equal under the law.
Ethics and Morality vs. Exclusion

“I not only use all the brains that I have but all that I can borrow.” Woodrow Wilson

All I really need to know I learned in kindergarten

Robert Fulghum
WAIT A MINUTE..

STRIKE THAT...REVERSE IT
Vendor agrees that Vendor, any subcontractor, and any person acting on behalf of Vendor or a subcontractor, **shall not discriminate, by reason of race, color, religion, sex (including pregnancy, gender identification and sexual orientation), age (40 years or older), disability, military status, national origin, or ancestry** against any citizen of this state in the employment of any person qualified and available to perform the Work. Vendor further agrees that Vendor, any subcontractor, and any person acting on behalf of Vendor or a subcontractor shall not, in any manner, discriminate against, intimidate, or retaliate against any employee hired for the performance of the Work on account of race, color, religion, sex, pregnancy, gender identification and sexual orientation, age, disability, military status, national origin, or ancestry.
The Real Problem with CRT:

The CRT-approved story, in a nutshell, is that white racism is pervasive and accounts for all racial deficits and disparities. What is not being taught—what students are not exposed to, and not even allowed to hear—is the contrary position that persistent racial inequalities are oftentimes rooted in cultural differences and behavioral tendencies that are not all traceable to slavery or Jim Crow, and cannot all be solved by purging the vague category of "structural racism."

Pennsylvania professor teaches White people committing suicide can be an 'ethical' act


MIT Boots Science Professor Following His Triggering Take on Diversity, Equity and Inclusion

https://redstate.com/alexparker/2021/10/07/mit-boots-science-professor-following-his-triggering-take-on-diversity-equity-and-inclusion-n453007
I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.

~ Martin Luther King
Addressing our Differences is Challenging and Rewarding

Mosaic Analogy: All distinct colors and shapes but when put together, make something beautiful and meaningful: only coherent as a whole.
Rubik's Cube Analogy:

This is a really hard puzzle.

On the way to becoming whole, there can be a lot of disruption.

The puzzle is only complete when all sides are whole and connected.

There is a solution. We can be whole, connected, and at peace. Keep trying.

“You can tell whether a man is clever by his answers. You can tell whether a man is wise by his questions.”

Naguib Mahfouz
Business Case for D+I

Companies in the top quartile for ethnic diversity are 35% more likely to have better financial returns than the industry medians.

More than half of employable people would prioritize working for a company that values diversity, a topic millennials are especially passionate about.
Business Case for D+I (II)

One in four adults in the U.S. has a disability of some kind.

Over 70% of disabilities are “invisible,” meaning that they aren’t obvious from looking at or talking to the person.

People with disabilities are paid 7-13% less than their abled peers.

What opportunities are being missed?
Dr. Arin Reeves, Esq.

6 Steps to “Inclusive Leadership”

1. Be committed to learn;
2. Be committed to action;
3. Cultivate personal appreciation and regard to all individuals;
4. Have total commitment to vision and values;
5. Have confidence in the future and certainty of success; and
Implementing THE NEXT IQ

“I want to find someone on earth so intelligent that he welcomes opinions which he condemns.” John Jay Chapman
Implementing THE NEXT IQ

NEXT IQ is transitioning from individual expertise to inclusive intelligence

Increase diversity = increase experience = increase intelligence

Example: Open Source Programming: Linux System, Open AI, Mozilla Firefox browser

Identity Diversity (who you are) vs. Cognitive Diversity (how you think)
Implementing THE NEXT IQ (II)

Cognitive Diversity

1. Diverse perspective (how we see things)
2. Diverse interpretations (how we analyze and categorize things)
3. Diverse heuristics (how we think about and generate solutions to problems)
4. Diverse predictive models (how people logically make their way through a set of criteria to figure out what can or will happen next)

Diversity of backgrounds or identity naturally results in diversity of cognition
Diverse perspectives are necessary to become wise.

Inclusion allows understanding that borrows from different backgrounds.

Race, ethnicity, gender, sexual orientation, political differences and other identities contribute to diversity because they are generated from people’s experiences and perspectives.

Diversity by definition is the collective differences within a particular group, and inclusion is the active leveraging of those differences in order to create a greater intelligence and collective wisdom.

As much as our similarities comfort us, our differences better us.
In leading the development of The Next IQ in organizations, it is critical to not focus on tolerance of differences or even celebration of differences. Tolerance and celebration are retro-vocabulary vestiges that treat diverse perspectives as something that requires sympathy.” Arin Reeves

Rather, we should focus on elevating cognitive diversity and embrace different ways to perceive, interpret and analyze the world and maximize the intelligence levels of the team.

The global marketplace of the 21st century requires leaders that want to thrive in the modern economy to direct their individual contributors to shift their focus from information to insight and the organization’s teams to shift their focus from groupthink to collective wisdom.
Crowdsourcing & COVID19 – 1.2M Google hits

1. Tracking cases; contract tracing / addressing high-risk population
2. Tracking symptoms based on individual criteria; pre-existing condition priority
3. Engaging private companies; filling gaps in government services / leveraging assets

“None of us is as smart as all of us.”
Kevin H. Blanchard
What is an Ethics or Ethical Construct?

- **Dentological Ethics**
  Judge actions by themselves, not results

- **Utilitarian Ethics**
  Good to all

- **Egoism**
  Best for me

- **Absolutism**
  Things are right or wrong

- **Golden Rule**
  Do unto others

- **Engineering Ethics**
  Best for the public

- **Business Ethics**
  Best for business

- **Societal Ethics**
  Standards for societies

- **D+I Ethics**
  Societal + business
  Best for society and maximizing talent
THE ENGINEER OR SURVEYOR WILL:

(A) Encourage equitable participation in the profession without regard to gender or gender identity, race, national origin, ethnicity, religion, age, sexual orientation, disability, political affiliation, or family, marital, or socio-economic status.

(B) Conduct themselves in a manner in which promotes the public trust and assures that all persons are treated with dignity, respect, and fairness.

(C) Not engage in discrimination or harassment in connection with their professional activities.

(D) Consider the diversity of the community, and endeavor in good faith to include diverse perspectives, in the planning and performance of their professional services.

(E) Seek to accommodate those with communication barriers or cultural differences and assure fairness in matters involving the providing of professional services.
American Civil Engineer’s Society Canon #8:

**Canon 8.**

Engineers shall, in all matters related to their profession, treat all persons fairly and encourage equitable participation without regard to gender or gender identity, race, national origin, ethnicity, religion, age, sexual orientation, disability, political affiliation, or family, marital, or economic status.

a. Engineers shall conduct themselves in a manner in which all persons are treated with dignity, respect, and fairness.

b. Engineers shall not engage in discrimination or harassment in connection with their professional activities.

c. Engineers shall consider the diversity of the community, and shall endeavor in good faith to include diverse perspectives, in the planning and performance of their professional services.

“Diversity: the art of thinking independently together.”
Malcolm S. Forbes
Summary + Conclusion

- The benefits of embracing D&I have been recognized for a long time.
- Golden Rule!
- Proverbs 15:22— “Without counsel plans fail, but with many advisers they succeed.”
- The elephant and blind men parable.
- We know it can be challenging but it is beneficial to our public and private employers as well as the community as a whole both locally, nationally, and globally.
- There are ways to implement D&I properly, thoughtfully, with the help of engaged leaders and direction from our governing bodies.
“The real voyage of discovery consists not in seeking new landscapes but in having new eyes.”

Marcel Proust