Inclusion and Diversity: Appreciating Each Other’s Perspectives

Finding the Added Value in the Team Members

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Affiliation or Financial Disclosure

• Vanessa Hayes
  • Nothing to Disclose
Inclusion and Diversity Begins With You...

Vanessa Hayes
Chief Nutrition Officer
ULTIMATE GOALS

- What *Are* The Needs?
- Who *Are* My Team Players?
- What *Are* Their Strengths?
- Where *Do* They Perform Best?
Inclusion Begins With…

**Influences:**
- Exposure
- Cultural Backgrounds
- Spiritual Beliefs
- Childhood Experiences
- Family Structure
- Traumatic Events

**Barriers:**
- Economic Status
- Stereotypes
- Religion
- Prejudices
- Self Esteem Issues
- Educational Opportunities
Throw Away What You Think You Know…

WHO I AM…
- Is Not Who I Love…
- Is NOT What I Look Like…
- Is NOT Where I Come From…
- Is NOT What Language I Speak…
- Is NOT What Religion I Practice…
- Is NOT the Stereotypes You Have Been Exposed To!
It’s All About The TEAM

A Great Team Needs:

- All Hands
- All Hearts
- All Minds
- All Skill Sets
- All Creativity
Diversity Begins with Identification of Strengths…
Triggers to Guard Against

• *Us versus Them* (separation)
• *Categories…Foods, Style, Language, Labels, Ethnic Customs*
• *Barriers…Economics, Education, Marital Status, Sexuality, Hairstyles, Piercings, Tattoos, Etc.*
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