

IN HONOR OF THE CEO ACTION DAY OF UNDERSTANDING

TOPIC: NATIONALITY, ETHNICITY, AND RACE

DAY OF UNDERSTANDING

CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

DICK'S is joining in the CEO Action Day of Understanding alongside 13 million other signatories! This year we are helping you **#MAKETHEPLAY** by building understanding around 4 key topics.

I&D Training Camp:

Allyship – Nationality, Ethnicity & Race – Equity vs Equality – Pronouns

All DICK'S Teammates have access to the CEO Action site and can find resources there.

www.ceoaction.com Signatory Log In: **DIVERSITYMATTERS**



Nationality, Ethnicity & Race

Nationality, Ethnicity & Race – What do they mean?

“Race and ethnicity are ‘metaphorical terms.’ They’re concepts that get used every day by different kinds of people to understand difference in the world” – Toni Morrison

Race, Ethnicity, and Nationality

(1.) **Race**: concept of dividing people into populations on the basis of physical characteristics (skin color, facial types, etc.), which usually result from shared genetic ancestry.

(2.) **Ethnicity**: population whose members identify with each other, through shared cultural traits and history. It is usually defined by ancestry, whether presumed or actual.

(3.) **Nationality**: belonging to a country through legal citizenship.

MEET THOMAS AND TOMÁS

Race, Ethnicity, Nationality, and Language



Meet Thomas Goldman, he's a college student in the U.S. He's originally from Canada; his parents were born there, too—but his grandparents went there from Poland. His first language is French, but he also speaks English.

Thomas is white. He's also Canadian, and is hoping to get U.S. citizenship.

Just because he speaks French doesn't mean he's French, by the way. The languages he speaks don't determine his nationality.



Meet Tomás Goldman, he's a businessman in the U.S. He's originally from Mexico; his parents were born there, too—but his grandparents went there from Poland. His first language is Spanish, but he also speaks English.

Tomás is white. He's also Latino. He's Mexican, and is hoping to get U.S. citizenship.

Just because he speaks Spanish doesn't mean he's Spanish. And just because he's from Mexico doesn't mean he's a person of color.

**Oh, and both of these guys are Jewish. That doesn't change the fact that they're white.*

NATIONALITY, ETHNICITY, AND RACE – EXPLAINED WITH JELLYBEANS



INFOGRAPHIC



ALLYSHIP

- An Ally is someone that actively supports people from marginalized groups
- Allyship is about the work that you do, not just the ideals you hold
- Take responsibility, hold yourself accountable for making yourself and workplace more inclusive
- Seek to understand the experiences across diverse groups. Attend a dialog circle or a panel discussion offered by the Inclusion & Diversity team.
- Make it a habit to become aware of voices not being heard in meetings, and who is not included at the table.
- Be aware of your body language and use verbal and non-verbal actions to demonstrate support.



PRONOUNS

- Respecting someone's self-identification means using the gender pronouns with which they identify.
- Normalize indicating your gender pronouns in everyday use.
- You cannot assume how someone identifies their gender based on their appearance.
- Add your pronouns to your email signature and social media.
- When in doubt, lead with your own pronouns to show support and create safety in the conversation.
- If you are in a group setting, avoid using terms like guys/ladies; try using neutral terms like people, folks, or ya'll.



NATIONALITY, ETHNICITY, RACE

- To be a national is to be a member of a state. Nationality is acquired by birth, adoption, marriage, or descent
- Ethnicity describes large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin – Ethnicity describes your culture
- Race is a category of humankind that share certain distinctive physical traits such as skin color or hair texture
- Nationality, ethnicity, and race do not show up at the genetic level



EQUITY & EQUALITY

What is Equity: Everyone gets what they need based on their own situation

- Equity is a process that promotes fairness by acknowledging an unequal starting place and works to continuously address and correct the imbalances. Equity means giving people what they need to be successful. Equity requires a redistribution of access, opportunity, and resources.

What is Equality: Everyone gets treated the same

- Equality promotes fairness by treating everyone the same. The shortcoming of equality is that it assumes that everyone starts from the same position. You cannot have equality until you have equity.