



PRACTICAL MEANING DIVERSITY & INCLUSION



DIVERSITY IS LIKE BEING GIVEN AN INVITE TO THE DINNER,
INCLUSION IS ACTUALLY BEING GIVEN A SEAT AT THE
 INNER TABLE

WHAT HUMAN RIGHTS ORGANIZATION TO SAY



- Diversity strengthens us every day, enriching our lives,
 - Culturally,
 - socially,
 - economically and otherwise.
- Are born free and equal in dignity and rights,
- And all are entitled to a social and international order in which their equality can be fully realized.

WHAT HUMAN RIGHTS ORGANIZATION TO SAY (cont...)



- People in all their diversity and in all their commonality.
- People – born in dignity and rights – rights inseparable, inalienable – those inherent qualities that are the content of humanness –
- Qualities that no one may grant us and of which none may relieve us.

WHAT HUMAN RIGHTS ORGANIZATION TO (cont...)



- The opposite of these human rights upheld?
- Selfishness, bullying, bigotry, injustice, tyranny and oppression –
- Toxic stepping stones –
- A perverse paving of pathways to privation, suffering, conflict and, ultimately, atrocity.
- The 2030 agenda for sustainable development goals demands –focusing on the "developing world's poverty" – universal tackling- "global and local inequality" - resetting of power's balance in favor of a rebalance of power

DIVERSITY AND INCLUSION IN MALAYSIA

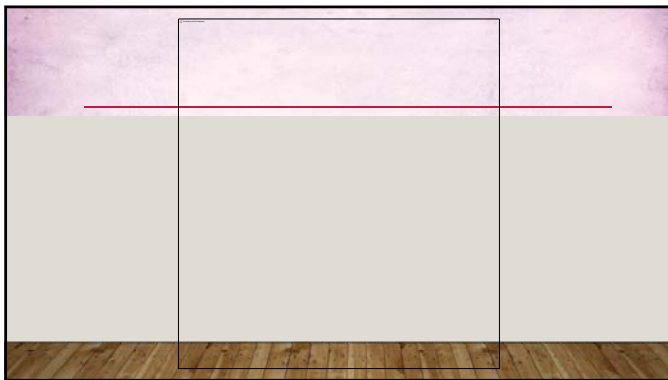
- The Gap Between Policy Measures And The Ground Reality
- Warrant Urgent Corrective Action.
- A New Future For The Nation - Duty To Embrace An Approach To Development That **Leaves No One Behind** - Language Of The Un World Social Situation Report 2016.
- Social Re-engineering Agenda Of The National Economic Policy, NEP- In Article 153 Of The Federal Constitution.

DIVERSITY AND INCLUSION IN MALAYSIA (cont...)

- To Remove Identification Of Race By Economic Function -
- Goal Of National Unity, Harmony And Integrity
- As For Article 153- As Well As The Legitimate Interests Of Others
- **Over Four Decades Of The NEP** - By Its Abuse By The Political Elite,
- That The Current Generation Must Dare To Shake Off.

IMPORTANCE OF INCLUSION IN ACTION & ENFORCEMENT

- Social Inclusion Programs - Place In Any Modern Society.
- UNESCO Identifies Three Broad Areas Where Social Exclusion Occurs —
- The Economy, Politics And Social Participation.
- Support Of An Army Of Social Action Groups
- Marginalized Members Of Society Can Benefit - Value System Will Take Root In Society.



UNITY IN DIVERSITY MALAYSIA – FORMER PM WORDS

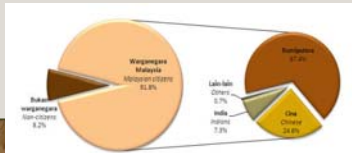
- Malaysia is a multi-racial, multi-religious society - social challenges
- A multi-racial, multi-religious society - managed its diversity - Indian and Chinese communities outside of China and India. We are Muslim, Buddhist, Christian, and Hindu.
- Learn to deal with our problems - pragmatic fashion.
- We make alliances,
- build bridges and
- share power on a community-by-community basis.

UNITY IN DIVERSITY MALAYSIA – FORMER PM WORDS (cont...)

- Unity in diversity - accept diversity as the basis of our unity.
- Diversity is in the genes of this nation- linked with travel, trade and exchange rather than, say, conquest or conflict.
- With a full **appreciation and acceptance**

MALAYSIAN DEMOGRAPHIC CHARACTERISTIC REPORT 2010

- Ethnic Composition
- 28.3 Million - 91.8 - Bumiputera (67.4%), Chinese (24.6%), Indians (7.3%) And Others (0.7%).
- The Malays Was The Predominant Ethnic Group



DIVERSITY AND INCLUSION EQUALITY IS IMPORTANT IN WORKPLACE, GOOD BUSINESS AND ECONOMIC SENSE

- Businesses often put things like profit and growth before ;
 - fairness
 - morality.
- Diversity,
- Equality ;And
- Inclusion

makes good business and
economic sense.

MAKING THINGS HAPPENS WAYS & MEANS

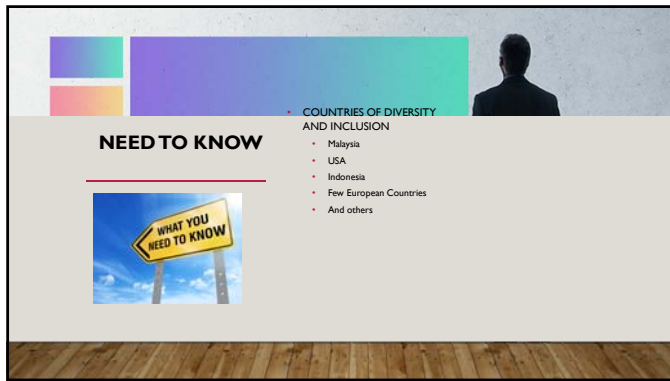
- Establish a sense of belonging for everyone
 - It's a psychological need.
- Empathetic leadership is key
 - Every individual leader needs :-
 - Value of belonging
 - Intellectually and emotionally
- "Leaders have to feel it within themselves"

Making things happens ways & means (cont....)

- **A top-down approach isn't enough**
 - Top down, bottom up, and middle out — in different ways.
- **Inclusion is ongoing — not one-off training**
- **Need Smart National Policies – for social integration & enforcements**

SMART INTEGRATION POLICIES – BY GOVERNMENTS (LAWS)

GOOD INTEGRATION CAN ONLY BE BUILT -
WITH THE POWER OF INCLUSION



NEED TO KNOW

COUNTRIES OF DIVERSITY AND INCLUSION

- Malaysia
- USA
- Indonesia
- Few European Countries
- And others

WHAT YOU NEED TO KNOW





ANY QUESTIONS ?

3D figure standing next to a large orange question mark.
