



# I.D.E.A.'S @ DWHN

Inclusion, Diversity, Equity, Access

diversity@DWHN.org

**Diversity** **Equity** **Inclusion**

## Know the Four Types of Workplace Diversity

Diversity has become an overarching term in our daily lives including where we work, play, and pray and organizations should have a clear understanding of the four categories that determine the approach toward diversity, equity, and inclusion.

***Internal Diversity:*** This sums up the different ranges of diversity— age, ethnicity, gender, sexual orientation, race, etc. It is made up of the attributes of the workforce which are often traits people possess since birth.

***External Diversity:*** As the name suggests, this includes features related to the workforce and are influenced by the environment but can be changed such as education, socio-economic factors, location, and experiences.

***Organizational Diversity:*** Also referred to as functional diversity, this refers to the different organizational divisions. It may be related to pay structure, role, or group affiliation. Organizational diversity applies to anyone within the company.

***Worldview Diversity:*** This category demonstrates how an individual aligns with the different views of the world. The worldview is made up of our experiences and perceptions which include political influence, moral beliefs, etc.

Understanding the different types of diversity enables organizations to better understand their workforce and guides their DEI journey.

Meet the Diversity, Equity & Inclusion Committee



Robert Spruce  
Member Engagement Dept.  
Peer Mentor Coordinator

I am a lifelong resident of Detroit, raised by parents who stressed the importance of education, spirituality, and self-awareness. I excelled in school in the social sciences area, which led to an interest in politics and culture. As a kid, I realized that I wasn't given the gift of playing sports, even though I love sports. I learned and accepted my gift was to understand concepts, ideas, and worldviews.

I graduated from Eastern Michigan University with a Bachelor of Arts in Social Work and wanted to work with people with intellectual and developmental disabilities (I/DD). I believe I am an asset to this community as I have an educational background and shared life experience.

I was appointed to the Developmental Disability Council, a federal/state council that advocates for I/DD individuals. Within a year, The Peer Mentor Program was created and as a result of my contribution to the project, I was offered the position of Peer Mentor Coordinator where I serve as the liaison to the DD Council. In my role, I offer training and peer-to-peer counseling.

When I hear Diversity, Equity, and Inclusion (DEI), I think that the playing field will be fair and just. Ideally, I see a community that looks, thinks, and has different experiences but is willing to work together for the common good. To make it quite clear, I understand that everyone has prejudices and biases. Still, if true DEI occurs, it starts with one questioning and challenging their values and worldviews.

For more info on Peer Mentoring, use this link:  
<https://www.youtube.com/watch?v=m-ejXepa2o8>

Provider Spotlight



Mental Health Services and Programs  
for Adults & Children  
<https://develctrs.org/>

- Support includes outpatient treatment, case management, & psychiatric services
- Clubhouse programming to participate in a work-ordered day
- Assertive Community Treatment for people with a severe mental illness
- Support to help secure permanent housing for adults with a mental illness
- Care coordination for young adults with a mental illness and DD or I/DD



If you would like to receive services, call the DWIHN 24/7 Access Helpline:  
1-800-241-4949