



DEI MATTERS



ANDRIA HENDRICKS

**EQUAL OPPORTUNITY &
DIVERSITY DIRECTOR- MODOT**

Diversity, Inclusion, and Equity at MODOT

Diversity Statement

The variety of differences and experiences that make each of us valuable to the team.

Inclusion Statement

Creating an environment that invites participation, encourages mutual respect and sensitivity for everyone.

Equity Statement

A system that align policies, practices and resources to eliminate barriers and ensure access to available opportunities for everyone.





DIVERSITY

Diversity is the representation in a group of various facets of identity, both seen and unseen, including those with which we are born, and those we gain from our experience, such as race, ethnicity, nationality, gender identity, LGBTQIA+ status, socioeconomic status, ability, religion, and age. Diversity also encompasses variety in people's lived experiences, perspectives, and values.



EQUITY

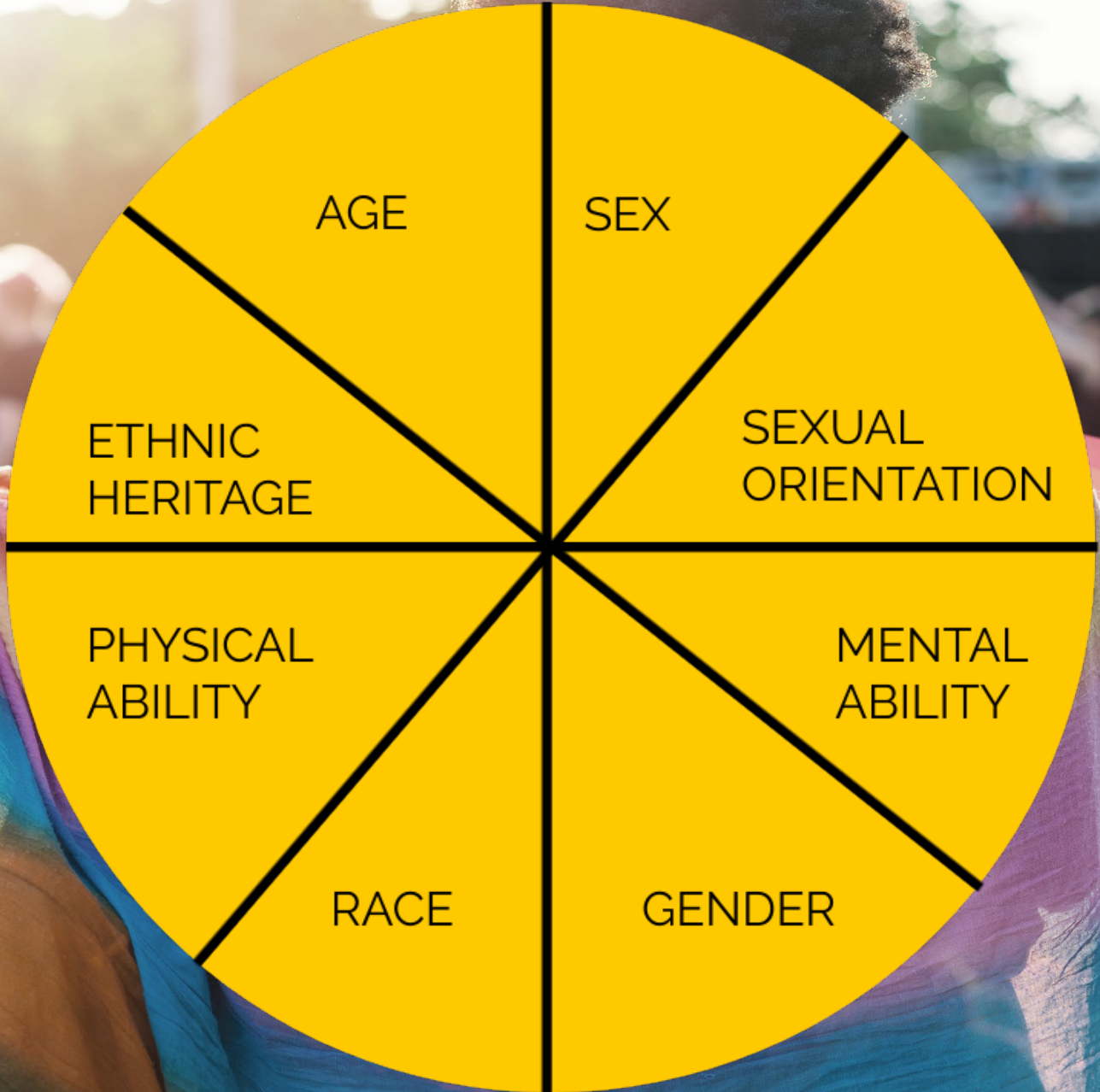
Equity is when you have fair access, opportunity, resources, and power to thrive, with consideration for, and elimination of, historical and systemic barriers and privileges that cause oppression. It's essentially about leveling the playing field.



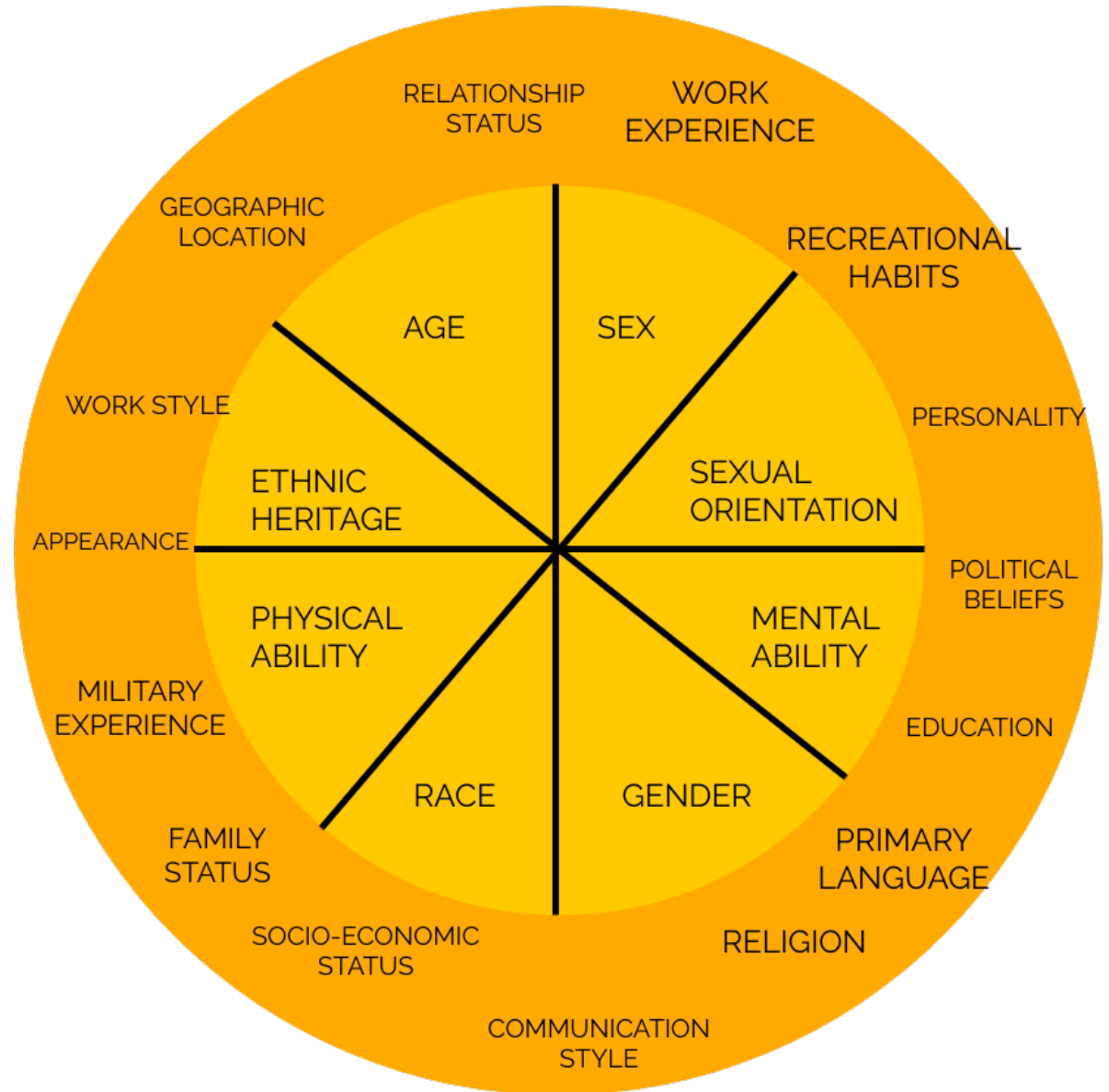
INCLUSION

Inclusion is all about the actions taken to understand, embrace, and leverage the unique strengths and facets of identity for all individuals so that all feel welcomed, valued, and supported.

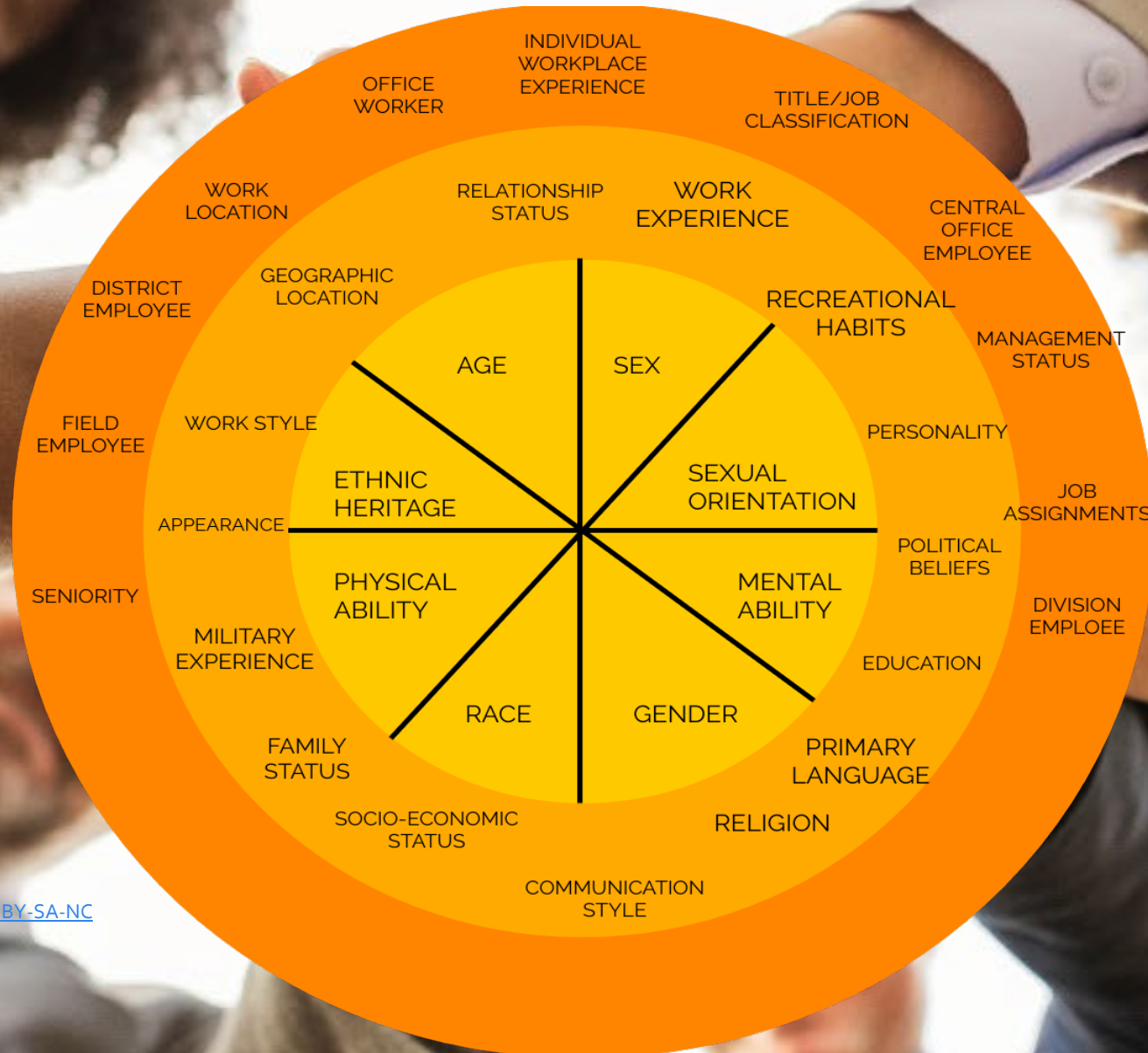
DIMENSIONS OF DIVERSITY



DIMENSIONS OF DIVERSITY



DIMENSIONS OF DIVERSITY CONT.



EMPLOYEES EXPERIENCE

INCLUSION WHEN:

1. There's a sense of uniqueness & belonging
2. They are allowed to be authentic
3. Differences are celebrated

EXCLUSION WHEN:

1. They are devalued, dismissed or ignored
2. Treated like outsiders because of their differences
3. Differences are discouraged

What is Inclusion really?

- Increased awareness
- Intentional behavior
- Comfortable with differences
- Genuine curiosity about other's uniqueness



CONTACT INFORMATION

CONTACT INFORMATION

Andria.Hendricks@modot.mo.gov

573-751-8602

