2020 Region 1 ROC Meeting
Diversity and Inclusion
Blacks in Safety Excellence (BISE) Common Interest Group

Friday September 18th, 2020
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The Blacks in Safety Excellence (BISE) common interest group's mission is to promote and encourage the collaboration, interest, recognition and promotion of Blacks within the safety profession and within ASSP.
“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

―Maya Angelou
Diversity

Inclusion

Equity
Definitions

The Centre for Global Inclusion\(^1\) defines the terms as follows:

**Diversity** refers to the variety of similarities and differences among people, including but not limited to gender, gender identity, ethnicity, race, native or Indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.

**Inclusion** is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.

It is important to also understand **equity**, sometimes referred to as social equity, as meaning in its simplest terms, fairness. In an equitable society, all people would have full and unbiased access to livelihood, education, participation in the political and cultural community, and other social benefits. It does not mean that everyone is the same or receives the same benefits.
At SHRM, we define diversity as “the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”
Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been—and remain—underrepresented among practitioners in the field and marginalized in the broader society.
Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.
Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.
By definition, **equality** means “the state of being equal, especially in status, rights, and opportunities.” **Equity** means “justice according to natural law or right” or “the quality of being fair and impartial.” So what does this mean in the workplace? Jul 29, 2019
The Benefits of Membership

- Connecting with top industry professionals
- Networking with like-minded EHS professionals from all over the world
- Professional development offerings
- Virtual and in-person networking opportunities (social media, conference calls and annual meetings)
- Sharing or seeking knowledge through opportunities, to mentor or be mentored by, Blacks in the EHS profession
- Requesting advisory committee guidance and advice
The Benefits of Membership

- Enhancing your resume through volunteer opportunities
- Publishing your knowledge to earn recertification points
- College scholarship opportunities and much more!!
- ASSP members, join on the ASSP website for just $20
- Non-members join ASSP and select BISE as a common interest group at the same time.

HTTP://WWW.ASSP.ORG/PRACTICESPECIALTIES/BISE/
Blacks In Safety Excellence Advisory Committee

Administrator  Crystal D Turner-Moffatt, MS, CSP, SMS, ASP, CHST
Assistant Administrator  Krystle Hodge, MPH, CSP
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BISE Local Level Liaison  Jennette Jackson SSH, SFC
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Advisory Committee Member  Tim Willis, CHST, WSO-CSM, CESCO, CRIS
Advisory Committee Member  Daniel E Osadiaye, CSMP
Nominations & Elections Chair  Open
Advisory Committee Member Assistant Secretary  Open
ASSP’s Manager, Community Engagement/Staff Liaison  Ashleigh Brookshaw
BISE
Get Involved,
Get Engaged!!
Q&A