



# Inclusive & Diverse Perspectives : Moving Away From Singular Vision

## **The 15 MINUTES IN FOCUS**

to accelerate innovation and growth through strategic management



# **We know you know...**

- **Please mute your phone line**
- **Please use the CHAT window for your questions and comments**
- **If you have any technical issues, please use the CHAT window to let us know**
- **We will open the lines for discussion after the 15-minute presentation**
- **Webinar slides and recording will be available for download within 24 hours**



# A Learning Community

We are Focusing on Improving our  
Diversity and Inclusion Practices

**Diversity**

**Inclusion**

- Identify evidence-based strategies
- Learn from case study examples
- Access available resources



# Taking it to the Streets





**Are You Clear on your Approach to HIV prevention?**



# Is understanding this risk profile enough?

Serve the  
Community



Represent  
Your  
Organization

# Diverse and Inclusive HIV prevention messages





# HEALTH EDUCATION PHILOSOPHIES



**HIV Prevention**



**Abstinence Only**



**Risk Reduction**



**Harm Reduction**



# Translating Philosophies into Messages



**Diversity = Who**

**Inclusion = Role**

# HIV Prevention Messages

**TREATMENT**  
IS  
**PREVENTION**

A scientific breakthrough in 2011 showed that HIV treatment not only saves lives, but reduces the risk by

**96%**

of transmitting the disease.

**High Risk  
Individuals**

**Proactive  
prevention**



# ABSTINENCE-ONLY EDUCATION



**Potentially  
sexually active  
individuals**

**Don't have  
sex**

# HIV RISK REDUCTION



**Potentially  
exposed to  
HIV**

**Avoid  
exposure**



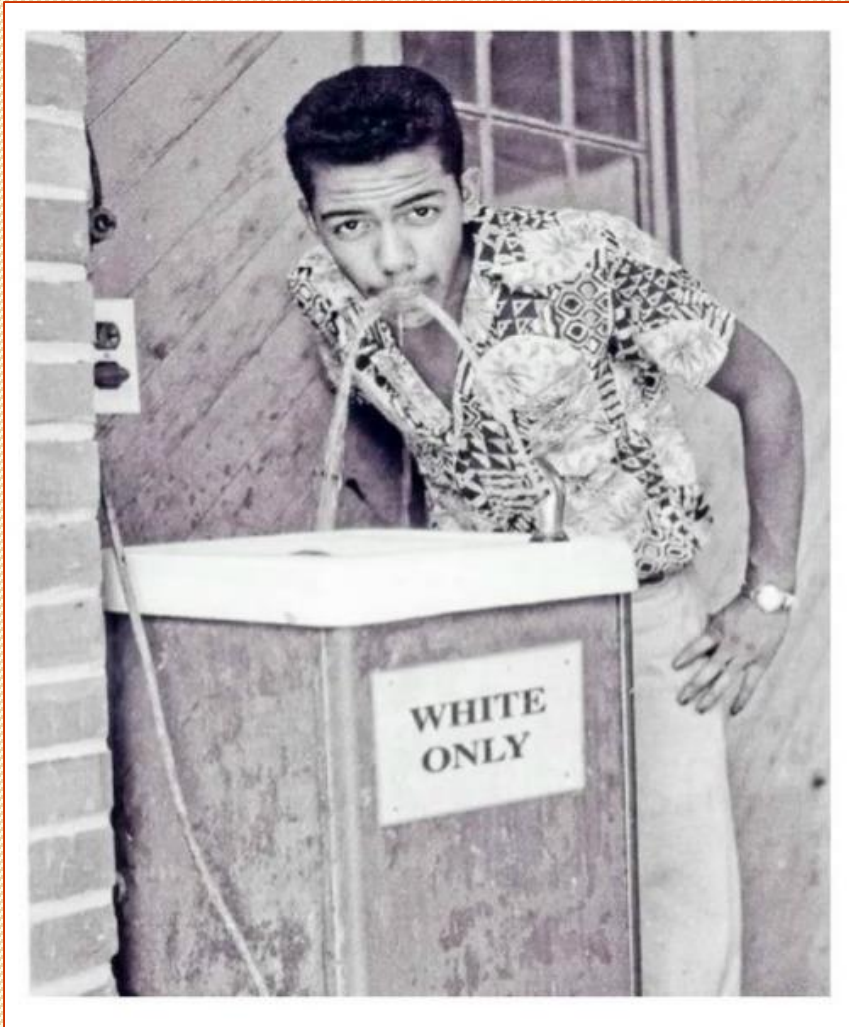
# HARM REDUCTION



**Potentially  
exposed to  
HIV**

**Reduce  
exposure**

# The Focus: BIAS PHILOSOPHY



*Are we willing to  
make ROOM...*

recognize, dissect  
and  
address



# In Focus: Case Story



# Be Mindful...and keep the conversation going

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## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.