



# Consider Diversity Equity and Inclusion as a Salad Bowl

by Larry Sewell



Similar to the analogy, “America’s Melting Pot”, an organization is the bowl, the people are all of the ingredients, and the dressing being the culture of the organization. However, people can still be distinguished as one person from the other, where the melting pot hides all of our creative differences. The salad bowl enhances those differences, and those people are the strengths either standing alone as one, or mixing them together to make them better. So when placing all the ingredients in the bowl, the strength of the bowl, from the strength of the individual people, enhances the organization.

We can still be a part of the organization but still be our individual selves. We are all different, but at the same time, we want to be valued. Even though we bring our own strengths to the table into the organization, we all want to be valued.

