

INCLUSION TO ME IS MAKING SURE THAT EVERYONE FEELS LIKE THEIR IDEAS MATTER.

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DIVERSITY MEANS TO ME THAT YOU HAVE A MAGNITUDE OF A LOT OF DIFFERENT PEOPLE, A LOT OF DIFFERENT THOUGHTS COMING TOGETHER TO MAKE ONE THING.

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INCLUSION IS INVOLVING EVERYONE AROUND YOU TO DEAL A COMMON GOAL, AND FOR EVERYBODY MOVING IN THE RIGHT DIRECTION.

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DIVERSITY MEANS TO ME THAT ALL DIFFERENT KINDS OF PEOPLE MIGHT HAVE DIFFERENT THINGS ABOUT THEM. WE STILL INCLUDE THEM ALL AND DON'T WORRY ABOUT THAT. THEY ARE ALL HUMAN, JUST LIKE YOU ARE.

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NEAL JONES

IN MY LIFE OF YEARS I'VE HEARD "DIVERSITY." WITH THIS NEW INITIATIVE THAT THE SHIPYARD HAS OF INCLUSION AND DIVERSITY IT MADE ME STEP BACK AND LOOK AT HOW I'VE VIEWED IT DIFFERENTLY. I'VE BEEN WITH THE COMPANY FOR 43 YEARS NOW. I'VE HAD SEVERAL ROLES. I STARTED OFF AS A PIPE FITTER. I MOVED ON FROM THERE TO NUCLEAR QUALITY INSPECTION, WHERE I SERVED AS AN INSPECTOR AND PROGRESSED TO BE A SUPERVISOR WHERE I WORKED FOR 25 YEARS. AND THEN MOVED ON TO WHERE I WORK NOW AS A PRODUCT TRAINER. A BIG PART OF ALL OF THOSE JOBS IS GETTING UP IN FRONT OF PEOPLE AND TALKING, DELIVERING INFORMATION, CONDUCTING CLASS, CONDUCTING TEAM MEETINGS. WHAT PEOPLE MAY NOT HAVE LEARNED ABOUT ME OVER THE YEARS IS THAT AS I CONDUCT ALL THESE CLASSES, TEAM MEETINGS, AND FUNCTIONS, INSIDE OF ME IS A REAL STRUGGLE TO GET TOGETHER, AND PUT THIS INFORMATION OUT. BEING THE INTROVERT PERSONALITY TYPE THAT I AM. IT'S NOT A LIFE THREATENING DISEASE, NOTHING LIKE THAT. IT IS JUST SOMETHING THAT I KNOW I HAVE TO KEEP WORKING ON AND I WILL GET THROUGH IT. ITS ALMOST LIKE HOLDING YOUR OWN PERSONAL PEP RALLY. I HAVE TO PUMP MYSELF UP, SO I GET TO WORK EARLY IN THE MORNING AND GO THROUGH MY MATERIALS. REHEARSE ALMOST LIKE AN ACTOR WOULD IN A MOVIE. INSIDE I'D LIKE TO THINK THEY DON'T KNOW THAT I'M THAT WAY, BUT IT MAY SHOW UP BECAUSE I TEND TO RELY ON MY PREPARATION. IF SOMETHING IS OUT OF KILTER IN MY PREP, PERHAPS IT SHOWS THAT WAY. SOMETIMES I'LL EVEN ADDRESS IT IN CLASS. "BEAR WITH ME." I'M GOING TO GET THROUGH IT BECAUSE I WANT TO GET THE INFORMATION TO YOU, IT IS VALUABLE, AND YOU MAY NEED IT.

BEING AN INTROVERT, IN MY CASE MEANS THAT SMALL TALK IS REALLY HARD FOR ME TO DO. THE CUBICLE CONVERSATIONS WHERE YOU JUST WALK UP TO SOMEONE'S CUBICLE AND STRIKE UP A CONVERSATION WITH THAT PERSON IS ABOUT A TOPIC, ALMOST RIGHT OUT OF THE BLUE IT IS REALLY HARD FOR ME. I STRUGGLE WITH, "HE'S ALOOF," "HE'S ICY," "HE'S A LONER," "HE'S A CHALLENGING EMPLOYEE." ALL OF THOSE, I'D LIKE TO THINK NONE APPLY BUT I CAN SEE WHERE SOME WOULD FEEL THAT WAY.

JUST BECAUSE WE ARE QUIET DOES NOT MEAN THAT WE ARE NOT ENGAGED, OR WE ARE DISGRUNTLED. WE DEFINITELY WANT TO BE RECOGNIZED AS PART OF THE TEAM.

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SHANAY JONES

YOU NEVER KNOW HOW MANY DAYS YOU HAVE LEFT SO FOR ME IT'S EASIER TO LIVE MY LIFE THE WAY THAT I WANT TO BE. I DON'T KNOW IF IT IS OBVIOUS OR ANYTHING LIKE THAT, BUT I AM A LESBIAN. I AM MARRIED. I HAVE A WIFE THAT I'VE BEEN MARRIED TO FOR ALMOST A YEAR AND A HALF NOW. NOT ONLY AM I A LESBIAN, AND MARRIED, BUT WE ARE IN A BI-RACIAL RELATIONSHIP. WE BOTH KIND OF HAD TO KEEP IT TO OURSELVES, BUT THE MORE WE GREW UP AND THE MORE WE BECAME OUR INDEPENDENT PERSON, WE BOTH WERE ABLE TO COME OUT IN DIFFERENT WAYS. MY FAMILY IS JEHOVAH'S WITNESSES. IT IS NOT SOMETHING THAT THEY CAN OPENLY ACCEPT. I'M STILL ABLE TO TALK TO THEM BUT I'M NOT ABLE TO BRING MY WIFE HOME TO MEET THEM. MY WIFE IS NOT ABLE TO COME HOME WITH ME AND SHARE A MEAL TOGETHER. THAT'S SOMETHING THAT HURTS, BUT I AM NOT GOING TO JUDGE MY FAMILY FOR THEIR RELIGION. FOR THE SAME WAY THAT I DON'T WANT OTHER PEOPLE TO JUDGE ME BECAUSE I'M A LESBIAN.

"SHORT HAIRCUTS," "BAGGY CLOTHES," "BUTCH." THERE'S SO MANY WORDS, AND A LOT OF THESE WORDS ARE HURTFUL. THEY ALWAYS WANT TO BRING GOD, OR RELIGION INTO IT, BUT FOR ME I FEEL LIKE THE BEST PART ABOUT LIFE IS BEING ABLE TO LIVE LIFE THE WAY YOU WANT TO LIVE. NOBODY HAS TIME TO BE JUDGMENTAL, TO BE JUDGED, AND BE UPSET BY THAT AND FEEL CLOSED-IN. I WANT TO LIVE LIFE AS A LESBIAN. I LOVE MY WIFE. AND THE FACT THAT I LOVE MY WIFE IS WHAT GETS ME THROUGH EVERY DAY.

NOW AS THESE YEARS HAVE PASSED, MORE AND MORE PEOPLE ARE COMING OUT AND THEY ARE AROUND THEM. WHETHER THEY WANT TO BE OR NOW, IT'S UP TO THEM HOW THEY REACT, BUT I'M NOT GOING TO FORCE SOMEONE TO LIKE ME OR NOT LIKE ME. IF YOU DON'T LIKE ME THAT'S FINE. I DON'T HAVE A PROBLEM WITH YOU. THAT'S YOUR DECISION, BUT I'M NOT GOING TO CHANGE WHO I AM BECAUSE OF YOU.

I THINK THE MORE PEOPLE TALK AND THE MORE PEOPLE START BECOMING OPEN AND NON-JUDGMENTAL. WE'RE GOING TO BE ABLE TO GET ALONG SO MUCH BETTER. REGARDLESS OF WHAT JOB YOU DO. IT REALLY DOESN'T MATTER, THE JOB WILL GET BETTER. YOU'LL HAVE A BETTER WORK ENVIRONMENT, AND THE END PRODUCT WILL BE BETTER BECAUSE EVERYBODY IS WORKING TOGETHER. NOBODY IS HELD OFF IN GROUPS, OR WHATEVER YOU WANT TO CALL IT. IF WE CAN ALL WORK TOGETHER, I FEEL LIKE THERE'S NOTHING WE CAN'T DO.