

Human Resources Roundtable

**Embracing Diversity, Equality and Inclusion in
the Workplace**

7/23/2020



**COMMUNITY CARE
NETWORK OF KANSAS**



Agenda

1. Introduction
2. Difference Between Diversity, Equality and Inclusion
3. Why a Culture of Diversity, Equality and Inclusion is Important
4. What Changes Do You Need to Implement
5. Questions and Open Discussion on Other Practices Implemented
6. Additional Resources
7. Future Topics for HR Roundtables



Staff Introductions

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A few housekeeping notes:

- Please mute your lines unless contributing to discussion or asking a question
- We will be recording this session

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Difference Between Diversity, Equality, and Inclusion

The core of embracing diversity, equality and inclusion in the workplace ensures employees of all backgrounds will feel respected and valued for their contributions.

Diversity vs Equality vs Inclusion

Diversity

- Refers to recognizing, respecting and valuing differences in people

Equality

- Refers to providing equal opportunities to everyone and protecting people from being discriminated

Inclusion

- Refers to an individual's experience within his/her workplace and in society, and the extent to which he/she feels valued and included



Why a Culture of Diversity, Equality and Inclusion is Important

- To serve your diverse patients, employees and those in your community better
- Show respect to all employees
- Allows for the best ideas based on different viewpoints to be shared
- More creativity, ability to learn from others
- Allows an opportunity to learn and grow personally and professionally
- Not just a check the box approach





What Changes Do You Need to Implement



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Questions and Open Discussion on Other Practices Implemented



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Additional Resources

- [Implicit Association Test](#)- a well-respected tool designed to uncover hidden biases
- [Foulston Attorneys at Law](#)
- [Society for Human Resources Management](#)
- [Diversity, Equality and Inclusion Employer Guideline](#)
- [Human Rights Campaign](#)-
- [Unconscious Bias: Stereotypical Hiring Practices](#) (Video)



Future Topics for Upcoming HR Roundtables

- HR in a Virtual World
- Creating a Workforce Plan in an Unknown Time
- Building Your Brand and Retaining Employees
- Benefits of a Triangle Partnership: Community Care Network of Kansas, Learning Management System and Members
- Building Partnerships with Academic Institutions



Thank You!



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