



Strategies for Working with Diverse & Inclusive Teams

Webinar

Presented by:

Matt Brennan

External Solutions

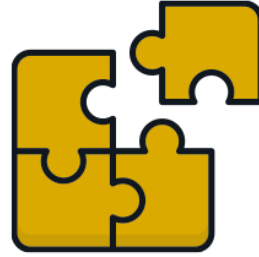
Radio + Local Portal
Listings
Social Media
Reputation
Websites
Logos + Branding
Video + Photo
Audio Production
Digital Advertising
Media Planning
Out-of-Home
Print + Promo

Internal Solutions

Strategic Planning
Recruitment + Selection
Succession Planning
Leadership Development
Communication Training
Leading Through Change
Team Development
Productive Conflict
Time Management
Brand Training
Sales & Service Excellence
Sales Tactics



One connected solution to build your business



Strategy and team training builds opportunities and foundations for success and evolution



ONE CONNECTED SOLUTION



Branding creates unique messaging, positioning, and imagery for the business



Marketing communicates offers and value to target audiences

Our team is invested in your success



Jody Milburn
General Manager



Teresa Mistelbacher
Business Development Manager



Ligia Flores
Marketing Manager



Brynden Devenny
Client Experience Manager



Cyndal Kiesman
Consultant



Matt Brennan
Consultant



Patrick Friesen
Consultant

What We Do

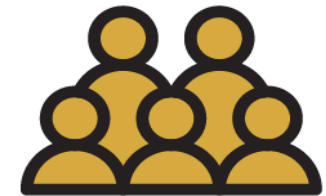
We help organizations create happy and productive workplaces. This, in turn, influences healthier homes and communities. We work with you to develop training, conduct workshops, and deliver custom coaching for your unique situation.



**Strategic
Planning**



**Leadership
Development**



**Team
Development**

Objectives

- 01 Define diversity and inclusion
- 02 Understand the benefits of diverse and inclusive workplaces
- 03 Measures of diversity and inclusion
- 04 Explore ways to seek out diversity

“Diversity is a **fact**, but inclusion is a **choice** we make every day. As leaders, we have to put out the message that we embrace and not just tolerate diversity.”

- Nellie Borrero | Director, Accenture

Diversity

Diversity in the workplace refers to a workforce comprised of individuals with a range of characteristics, such as gender, religion, race, age, ethnicity, sexual orientation, education, and other attributes.

Inclusion

Providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Giving a diverse range of people the opportunity to feel welcome, involved, included, heard, valued, safe.

Why is it important?

- **Can help your business attract and retain top talent**
- **Innovation** – better ideas
- **Better reflection of the communities/customers you serve**
- **Increase the company's bottom line**
 - Diverse executive teams are 43% more likely to achieve higher profits.
- **Increased productivity**
 - D&I teams make better decisions with fewer meetings 87% of the time.

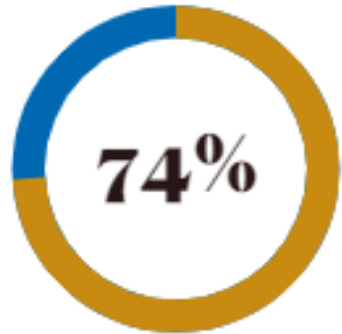
Research shows that job seeker...

When employees trust that they and their colleagues will be treated fairly, regardless of race, gender, sexual orientation, or age, they are:

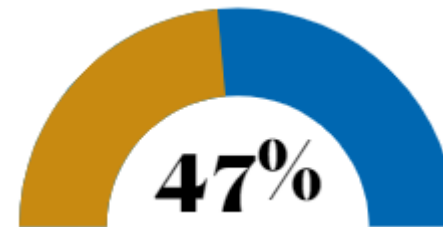
9.8x more likely to look forward to going to work

6.3x more likely to have pride in their work

5.4x more likely to want to stay with their company for a long time



of millennial employees believe their organization is more innovative when it has a culture of inclusion



actively look for diversity and inclusion when sizing up potential employers.

“Strength lies in differences, not in similarities.”

- Stephen R. Covey | Author

Measures of Diversity and Inclusion

- **Vision, mission values** – is there room for diversity
- **Workforce** – are we visibly diverse
- **Engagement** – employees identify as happy and engaged at work
- **Cultural surveys** – gain anonymous feedback
- **Do we talk about inclusivity openly?**

How We Can Help

Workplace Culture Assessment

Assess the team's perception of the organization's strengths, improvement opportunities, and practical actions to support long-term organizational health.

Gain clarity
on your current state

Uncover
improvement
opportunities

Improves
workplace experience

So, what can YOU do?

- **Start the conversation at your workplace**
 - Ask yourself: Are there any unconscious biases I have?
 - Take steps toward personal development
- **Educate your people on the benefits and value of diversity and inclusion**
 - Offer training
 - Communicate value
- **Evaluate and identify any bias in the recruitment process**
 - Review the hiring process
 - Provide diversity and inclusion training for the recruitment team
- **Consider workplace policy and procedures that inhibit diversity and inclusion**

So, what can YOU do?

- Diversity or inclusion workshops
- Provide safe avenues of feedback
- Establish an internal diversity and inclusion plan

So, what will YOU do?

Let's Connect!

We'd love to hear from you!
Visit our new website or follow us on
social media.



@HomefieldPeopleandStrategy

www.myhomefield.ca