



Values and Leadership

Food for Thought

"But now, O Lord, you are our Father; we are the clay, and you are our potter; we are all the work of your hand."

It is not surprising that diversity is an essential element in the workplace. In order to reach all people, you must hear from a variety of voices, each bringing something valuable to the table. "Diversity strengthens and shapes our efforts" (The Salvation Army, Canada & Bermuda, Position Statement on Human Diversity).

While the importance of having a diverse workforce has become evident, it is becoming increasingly clear that efforts to support a diverse workforce are lacking. Creating an inclusive environment at work goes beyond ensuring all minority groups are represented. There must be a shift in the culture, in the foundation of the organization.

All around us we can see beautiful examples of our differences and that's a good thing. Inclusion at work means all staff feel valued for what they bring to the organization, regardless of any differences. There is much to be learned from one another, if we would take the time to listen.

In the News

Diversity and inclusion in the workplace. Are employers doing enough?

It is critical that employers ensure their efforts to support equality in the workplace involve more than changes to a policy. Their efforts must foster long-term change that ensures equal opportunities for all people.

Moving the needle of racial justice is exhausting, vital, ongoing work

To create lasting change, efforts must continue. "We must remain persistent and dogged in confronting and eradicating racism, because where there is no justice, there can be no peace."

Restructure your organization to actually advance racial justice

Creating a diverse and inclusive workplace goes beyond recruitment and hiring. Efforts must be made at the foundation of the organization. Systemic change involves all facets of operations.

Getting over your fear of talking about diversity

While fear can hold anyone back, leaders are encouraged to do the work to create an inclusive work environment. Listen, educate yourself, and lean in to the uncomfortable. "Show courage not just in what you ask but in how you listen."

After slogans and statements: How leaders can create opportunity

In the last few weeks we have seen leaders and organizations committing to implementing actionable steps towards greater equity in the workplace. While these efforts are important, it is critical to ensure they are sustainable long term and don't fizzle out.



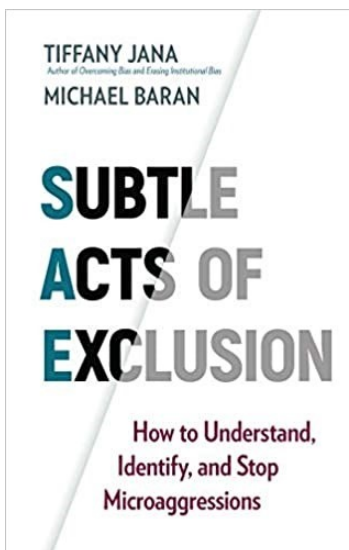
From our Shelves

In her book, *Human (Kind)*, Eiland invites readers to change the way they interact with others everyday. In response to the hate we see in the world, Eiland emphasizes the importance of kindness and how when practiced, it can lead to the positive changes we need to see in the world.

Human (Kind)

Ashlee Eiland

WaterBrook (2020)



Creating a diverse and inclusive culture at work does not end simply because your workforce is diverse. There must also be a shift in the culture that creates an inclusive environment for all people. Unfortunately, some challenges are more subtle than others. In their book *Subtle Acts of Exclusion*, Jana and Baran aim to identify these subtle acts and offer practical ways for fostering

real change.

Subtle Acts of Exclusion

Tiffany Jana & Michael Baran

Berrett-Koehler Publishers (2020)



Above are articles and items in the news that we've come across that are themed to organizational leadership, values and ethics.

Please forward this to anyone else you think might be interested - there's a link below to do so. And should you come across an article of interest, we'd be happy to hear from you and look at including it in a future feed.

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