



DIVERSITY, EQUITY & INCLUSION

June 2021

This month, we turn your attention to the very critical topics of workplace diversity, equity, and inclusion (DEI). There is such an overwhelming amount of information and news telling employers what DEI should look and feel like in their workplaces. The truth is, there is no cookie cutter approach to developing your DEI programs. Just as every workplace is unique, so should be your policies.

In this issue of HR In-Brief, we provide you with insights and tips on how to ensure your DEI practices are encompassing all the critical components in order to be effective and inclusive. We encourage you to seek support and to review your policies and programs as often as needed.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.
- Sheenagh Beadell, *Partner*, Chemistry Consulting Group

FEATURED BLOG

Getting on Solid Ground with DEI



Deb Walker
Associate HR Consultant
Chemistry Consulting Group

"With the rising attention on diversity, inclusion and equity, it seems like a good time to roll back to the basics to ensure we have a shared understanding of these terms, their respective meanings and how they interplay.

Only then will we have the ability to develop the tools to transition from merely talking about these concepts to integrating them into a foundational and integral cultural value complete with goals and action plans that will affect change in our workplaces."

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5 Powerful Ways to Take REAL Action on DEI (Diversity, Equity & Inclusion)



Center for Creative Leadership

"The first step is about discovery — not setting an agenda or duplicating diversity initiatives that seemed effective in other organizations. It involves gaining awareness of the types of diversity within and across groups, and the context in which diversity, equity, and inclusion play out for individuals, teams, and the organization as a whole."

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The Dangers of Mistaking Diversity for Inclusion in the Workplace



Forbes

"Indeed, many organizations add a few women or people of color to a board or executive team and feel they've checked the box and can return to business as usual. That mentality is arguably naïve, misguided and truly dangerous because there are real risks associated with focusing primarily on diversity and largely ignoring inclusion."

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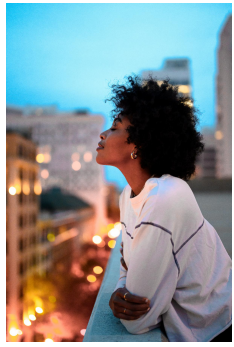
6 Must Have Qualities for Inclusive Leaders



LinkedIn

"An indicator question for the leader is- 'Does my team feel free to present viewpoints contradictory to the majority?' If a leader does not hear contradictory viewpoints or the team has stopped offering opinions, it calls for an urgent need for self-reflection."

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Why Diversity, Equity And
Inclusion Is Here To Stay](#)

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Is HR Doing Enough?](#)

HR Morning

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"Employment falls for a second month under third-wave restrictions"

The Daily - Labour Force Survey

	MARCH 2021	APRIL 2021	MAY 2021
VICTORIA	5.9%	6.2%	6.2%
VANCOUVER	8.1%	7.4%	7.5%
BRITISH COLUMBIA	6.9%	7.1%	7.0%
CALGARY	10.2%	9.4%	8.6%
ALBERTA	9.1%	9.0%	8.7%
CANADA	7.5%	8.1%	8.2%

Source: **Statistics Canada Labour Force Survey**, May 2021

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Need support with **developing or updating** your Diversity, Equity & Inclusion **policies and programs**?

We are here to help.

Chemistry Consulting Group Inc.

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