



**CHEMISTRY CONSULTING GROUP**  
HR IN-BRIEF | JULY 2019

# DIVERSITY & INCLUSION

## Managing your Diverse Workforce

We've heard it before and we'll hear it again - diversity in the workforce has a positive impact on an organization. Organizations that engage initiatives to boost diversity in their workforce are likely to gain different perspectives, higher employee engagement, and increased profits. Now more than ever, employers require innovative strategies to ensure a diverse and inclusive environment.



### Considerations for a LGBTQ Inclusive Workplace

by Ally Smit

An employer may comment that their hiring processes and procedures are discrimination free, but may not realize that there are barriers in their workplace that unintentionally prohibit employees from feeling accepted.

[Read more here ...](#)

### Designing Rewards and Recognition Programs for Diversity in the Workplace

by Debra Walker, *featured as guest blogger on Montridge Advisory Group LTD*

Representing our varied communities is best practice for many reasons including fostering creativity, retaining employees and accurately reflecting the marketplace.

[Read more here ...](#)





## Diversity in the Workplace: Minding the Generational Gap

by Chemistry Team

How can you effectively address the challenges that arise from varied generational perspectives and embrace age diversity within your organization?

[Read more here ...](#)



## How HR Leaders Can Cultivate an Inclusive Workplace Culture

by PeopleTalk

Organizations need diverse workforces that reflect their customers and communities, not just in terms of demographics, but also perspectives.

[Read more here ...](#)

## Quotes on Diversity & Inclusion



A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.

Sundar Pichai, CEO of Google

When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization.

Pat Wadors, Chief Talent Officer at ServiceNow



Diversity, or the state of being different, isn't the same as inclusion. One is a description of what is, while the other describes a style of interaction essential to effective teams and organizations.

Bill Crawford, Psychologist

## HR News Corner

### Unemployment Statistics

\*Source: Statistics Canada, CANSIM

	Jun-18	May-19	Jun-19
VICTORIA	4.3%	3.6%	4.0%
VANCOUVER	4.3%	4.2%	4.0%
BC	5.0%	4.5%	4.5%
CALGARY	7.6%	7.0%	7.0%
ALBERTA	6.5%	6.7%	6.6%
CANADA	5.9%	5.6%	5.5%

### HR in the News

[B.C. government invests \\$2.2 million to make tech industry more inclusive](#)

The Georgia Straight, 10 June 2019

[Downtown economic health improving: new survey](#)

Times Colonist, 20 June 2019

[Canada sees slight jobs decline as wages accelerate](#)

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