

# What is Diversity, Equity & Inclusion?

By Nidia Herrea and Patrick Goetz

Arizona@work



Diversity, equity and inclusion are interconnected concepts that refer to the variety of unique individuals that make up a group of people and the environment that allows them to work together as equally valued contributors. Employers more than ever have started to recognize that diversity in the workplace is a very important business strategy that maximizes productivity, creativity and loyalty of employees while meeting the needs of their clients and customers. By reaching out to a diverse workforce, you as an employer will have access to a

larger pool of potential candidates which will maximize your odds of hiring the best person for the job. Employees who match the diversity of their market will increase their hiring options and contribute to productivity and innovation of the organization. Equity is the fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes.

## Why is Diversity, Equity & Inclusion Important?

1. It's healthy for company culture.
2. It fosters new ideas and innovations.
3. It improves understanding of your customers.
4. It opens the door to more mental health conversations.
5. It improves employee retention.
6. It boosts the bottom line.

Workplaces that prioritize diversity and inclusion efforts have been statistically proven to be safer, happier and more productive work environments.

- Veterans – Veterans bring skills and experience needed in civilian jobs – and as an employer; you may qualify for a tax credit when you hire a qualified veteran.
- Youth – Find information concerning child labor laws concerning minimum wages, hours, and other workplace requirements that apply to youth workers.
- Workers with Disabilities – Learn about the benefits to your bottom line or the laws, including the ADA, that apply to hiring workers with disabilities.
- Older Workers – Learn more about the benefits older workers bring, and tap into the latest trends in recruiting, training and development, phased retirements, and more.
- Foreign Nationals – Find out how to hire a foreign worker, employers must apply for certification directly from the U.S. Department of Labor. Learn about the Foreign Labor Certification Program.
- Justice-Involved Workers – Learn about programs and incentives that help both ex-offenders and the businesses that hire them succeed.
- Work Opportunity Tax Credit (WOTC) – WOTC is available to employers hiring groups that have consistently faced significant barriers to employment.

Need help with hiring or other workforce issues? Contact your Business Service Representative at 928-329-0990 or visit <http://www.careeronestop.org/businesscenter/>.