

Diversity, Equity and Inclusion Toolkit

Why should you focus on diversity? It's simply smart business. How do you even begin? By making a business case tying diversity and inclusion to an organization's objectives and overall success.

In the past, diversity was seen as more of a compliance topic, however the conversation has transformed into a more holistic approach focused on acquiring, developing, and retaining diverse talent. To be successful, diversity, equity and inclusion must be embedded into the culture, policies, and practices of an organization and fully supported by leaders. This means top-down, bottom-up strategies from a variety of perspectives that inspire engagement, creative thinking, innovation, and community building.

The following information has been assembled in a Toolkit to assist companies in their diversity, equity and inclusion journey.

Articles/Guidance

- [An Employer's Guide to Embracing an Inclusive Workplace](#)
- [Advantages of Hiring Military Veterans](#)
- [Leverage Your Affirmative Action Plan as the Foundation for Your Diversity Strategy](#)
- [Keeping Diversity and Inclusion at the Forefront](#)
- [Accommodating Religious Beliefs](#)
- [Respecting Diversity at the Holidays](#)
- [Valuing Diversity—Can't We All Get Along?](#)
- [Hot Topic Survey: Diversity & Inclusion: Best Steps Forward \(2019\)](#)
- [Valuing Diversity and Inclusion – Company Insights \(from 2019 D&I Leadership Conference\)](#)
- [Implicit Bias: I Know It Exists. Now What? – Spectra Diversity](#)
- [The Neuroscience Behind Implicit Bias – Spectra Diversity](#)

Tools

- [Diversity and Inclusion Prioritization Tool](#)
- [Inclusion Assessment](#)
- [An Employer's Guide to Embracing an Inclusive Workplace](#)
- [Diversity Recruitment Resources](#)
- [Transgender Transition HR Checklist](#)
- [Transgender Workplace Transition Plan](#)

Spectra Diversity Inclusion Assessment™ (SDIA)

MRA is pleased to partner with SpectraDIVERSITY to offer the Spectra Diversity Inclusion Assessment™ (SDIA), the first of its kind assessment tool that provides a diversity and inclusion path forward for organizations of any size.

Access a sample of the assessment: <https://www.spectradiversity.com/mra-sample/>

Other Resources

- [Employing People With Disabilities – EEOC](#)

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Wisconsin: 800.488.4845 • Minnesota 888.242.1359 • Northern Illinois: 800.679.7001 • Iowa & Western Illinois: 888.516.6357

- Small Business & Disability Employment: Steps to Success – *EARN*
- Being Inclusive: Understanding Gender Pronouns – *Wisconsin LGBT Chamber of Commerce*
- Equality of Opportunity Toolkit – *U.S. Chamber of Commerce*

Training and Workforce Planning

MRA offers a variety of expertise and training services covering a wide range of topics including:

- Development of diversity and inclusion strategy and implementation
- Unconscious Bias
- Sensitivity Skills for a Diverse Workplace
- Harassment Prevention