

# DiversityNL



## Paving the Path Forward

On a warm summer day in 2015, a resident's daughter was in my office. I was a nursing manager for several floors in a long term care facility. The resident's daughter pointed to my wedding picture on the filing cabinet and said, 'May I ask you a question?' At that moment, I froze and my blood cooled and nervousness presented in my stomach. She commented on the photo of my wife and I in wedding dresses holding hockey sticks. I waited for the reaction. She turned and said, 'my daughter is transgender and now I have a son. I rarely tell anyone.' At that moment, I knew I had to do more. I had to become part of the solution.

The next weeks consisted of putting up posters and inviting staff to join the LGBTQ+ committee with the goal of raising the PRIDE Flag as a stepping stone for acceptance in long term care. But the silence was deafening. We did form a committee. Small but mighty, and together we lead the way in diversity in our Regional Health Authority making it the first steps to being an inclusive culture.

Professionally armed with a masters of social work degree and years as a manager in the health care system, I am using my passion and expertise to have an impact. Together we can increase diversity and inclusion in organizations so people can be who they are and bring their full selves to work.



*Stephanie Howlett, CEO of DiversityNL*

*Creating diverse and inclusive organizations not only enhances performance, financially, creatively and innovatively, but also serves to create more effective teams by facilitating greater thinking and decision making practices.*

*(MaRs 2018, Phillips 2011)*

*Stephanie Howlett*



## Why Organizations should have Diversity & Inclusion?

Besides the fact that it is 2020, diversity and inclusion (D&I) are important on a corporate and social level, with increasing value placed on creating diverse and inclusive workforces. Deloitte found that employees who perceive their organization is committed to D&I are also 80% more likely to state that the organization provides, “great customer service, shares diverse ideas to develop innovative solutions, and works collaboratively to achieve their goals.”<sup>2</sup> As well, gender and racial diversity can help companies to increase sales, attract a greater number of customers, possess a greater market share and increase profits.<sup>3</sup> Diverse teams have a better understanding of customers’ and clients’ needs better than homogeneous organizations, which often fail to consider different perspectives.<sup>4</sup>

## Understanding and Creating an Inclusive Environment

Jasmine Roy survey completed in Canada in 2017 found 13% of the population are LGBTQ+.<sup>1</sup> Organizations now have to consider transforming internal systems to ensure equity, inclusion and diversity co-exist. To ensure LGBTQ+ feel supported and safe in their respective environments DiversityNL looks at using inclusive strategies that provides this diverse group with a sense of well being, and acceptance into their workplace.

DiversityNL works with organizations on implementing individualized models for inclusion.

### Pathway Forward:

- ✓ Do you want to have an inclusive and diverse organization?
- ✓ Do you want to increase engagement and retention in the workplace?
- ✓ Are you interested in creating a safe and positive space for LGBTQ+?
- ✓ Do you want to increase your bottom line and invest in your people?

*Creating safe and positive spaces for LGBTQ+ is the gold standard. Pride at Work found in 2015, 62% of LGBT Canadians have either experienced or witnessed discrimination related to sexual orientation and/or gender identity in the workplace.*

- ✓ Let’s foster a culture of inclusion together. [Stephanie@DiversityNL.com](mailto:Stephanie@DiversityNL.com) or call (709) 727-0370.

***We are Stronger Together!***

<sup>1</sup> Jasmine Roy, 2017. LGBTQ+ Realities Survey. Retrieved May 10, 2020 from <https://fondationjasminroy.com/en/initiative/lgbt-realities-survey/>  
<sup>2</sup> Deloitte Australia, “Walter, is that inclusion in my soup?: A new recipe to improve business performance”, last modified April 16, 2015, <http://www.globaldiversityexchange.ca/walter-is-that-inclusion-in-my-soup/>.  
<sup>3</sup> Cedric Herring, “Does Diversity Pay?: Race, Gender, and the Business Case for diversity”, American Sociological Review 74 (2009): 208.  
<sup>4</sup> Bourke, Smith, Stockton and Wakefield, “From Diversity to Inclusion”.