



Diversity, Equity, Inclusion & Accessibility Newsletter

July 2026 Edition

https://bnhra.org/Diversity_and_Inclusion



The Season of Inclusion

Welcome to the latest edition of our newsletter! With this edition, we are moving into our next season of the DEIA acronym, and will spend the next few months talking about Inclusion. Even though our focus of the newsletters will be on inclusion in the workplace, let us not forget the principles and standards we have learned and implemented as it relates to diversity and equity.

Creating an inclusive workplace is more than a business goal—it's a commitment to ensuring every employee feels respected, valued, and empowered to contribute. When people from different backgrounds, experiences, and perspectives are welcomed and supported, teams become stronger, more innovative, and better equipped to solve challenges together. In this edition, we'll explore practical ways to foster inclusion, celebrate diverse voices, and highlight the everyday actions that help build a workplace where everyone can thrive.

Everyday Matters

A truly inclusive workplace is about more than bringing together people with different backgrounds and experiences—it's about creating an environment where every employee feels valued, respected, and empowered to contribute. When people know their ideas are welcomed and their voices matter, they are more likely to collaborate, innovate, and bring their best selves to work each day.

Inclusion happens through everyday actions. It can be as simple as inviting quieter team members into discussions, respecting different perspectives, celebrating individual strengths, or ensuring everyone has equal access to opportunities for growth.

Small, intentional efforts build trust and create a culture where employees feel they belong, regardless of their role or background.

As we continue working together, let's challenge ourselves to make inclusion part of our daily interactions. A welcoming conversation, an open mind, or a willingness to listen can make a meaningful difference. When every individual feels they belong, everyone has the opportunity to thrive—and that's something worth building together.

**August 11 – Tap Into
Networking @ Hydraulic
Hearth**

**September 17, 2026 BNHRA
Legal Update**

**October 22, 2026 Equity in
Action Awards**

Diversity is being
invited the party;
inclusion is being
asked to dance



Verna Myers, VP of
Inclusion Strategy at
Netflix



Inclusion also plays a significant role in employee well-being. A workplace where individuals feel valued and respected can reduce feelings of isolation and improve morale. When employees trust that their contributions matter, they are more likely to build positive relationships with coworkers, demonstrate greater commitment to their roles, and remain with the organization longer. Lower turnover not only preserves valuable knowledge and experience but also reduces the costs associated with recruiting and training new employees.

Leaders have a powerful influence on creating an inclusive culture. Encouraging open communication, actively listening to employee feedback, recognizing accomplishments fairly, and providing

equitable opportunities for development all contribute to a workplace where people can thrive. Inclusion is not achieved through a single initiative; it is built through consistent actions that demonstrate respect, fairness, and a genuine commitment to every employee's success.

Creating an inclusive workplace benefits everyone. Employees gain a greater sense of belonging, teams become more collaborative, and organizations are better positioned to attract top talent and meet the evolving needs of their customers and communities.

Everyone Belongs

We Are Better Together



Think about the best teams you've been part of. Chances are, they weren't successful because everyone thought the same way—they succeeded because people brought different ideas, experiences, and strengths to the table. That is the power of inclusion: creating a workplace where differences are not just accepted, but appreciated.

Inclusion is built in the small moments. It's asking a coworker for their perspective, making sure everyone has a chance to share ideas, celebrating individual talents, and creating an environment where people feel comfortable being themselves. When employees feel seen and valued, they are more likely to participate, collaborate, and bring new ideas forward.

A workplace filled with different viewpoints is a workplace filled with possibilities. Diverse perspectives help teams solve problems creatively, make stronger decisions, and find new ways to grow. Inclusion helps transform a group of individuals into a team that supports and learns from one another.

Creating an inclusive culture is something everyone contributes to—not just leaders or HR. Every conversation, meeting, and interaction is an opportunity to make someone feel welcome. When we choose curiosity over assumptions and connection over division, we create a workplace where everyone has the opportunity to succeed.

Because when everyone has a place, everyone has the chance to shine.

Equity In Action Awards!

It is with great excitement we announce the Equity In Action Leadership Forum and DEIA Awards!

Join us in celebrating the leaders in our community who truly embody and champion DEIA in their workplaces. Hear from our respected panelists what DEIA truly means, and forward our mission of creating meaningful pathways for all in WNY!

Voting is now open to nominate an individual you would like to recognize!

<https://lnkd.in/g8Gj79ap>

