



Diversity, Equity, Inclusion & Accessibility Newsletter

April 2026 Edition

https://bnhra.org/Diversity_and_Inclusion



EQUITY EDITION

We are officially in quarter 2 of 2026 and we are shifting gears with our newsletters and are now discussing equity in the workplace. Even though we are focusing on education related to equity, it does not mean we should forget about all we have learned and implemented with diversity.

Equity in the workplace refers to creating fair opportunities, access, and treatment for all employees, while recognizing that individuals may need different levels of support to succeed. Unlike equality—which treats everyone, the same—equity focuses on addressing imbalances caused by factors such as background, identity, or systemic barriers, which links directly with diversity in the workplace.

For the next few months as we focus on equity in the workplace, we encourage you to think of your current workplace practices as it related to equity and diversity and come up with tangible action activities you could complete to improve these practices.

EQUITY IN THE WORKPLACE

An equitable workplace ensures that hiring, promotions, pay, and professional development are based on fairness and inclusion rather than bias. This may involve providing mentorship programs, flexible work arrangements, or targeted resources to support underrepresented groups. Equity also means actively identifying and removing barriers that prevent certain employees from advancing or fully participating.

Promoting equity benefits both employees and organizations. It leads to higher morale, stronger collaboration, and increased innovation by bringing diverse perspectives together. Ultimately, workplace equity fosters a culture where everyone has a genuine chance to grow, contribute, and succeed.



UPCOMING BNHRA EVENTS

April 23, 2026 – HR Leaders
Unplugged

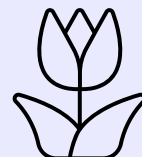
SPECIAL EVENT!!!
7th Annual Women of Color
Summit

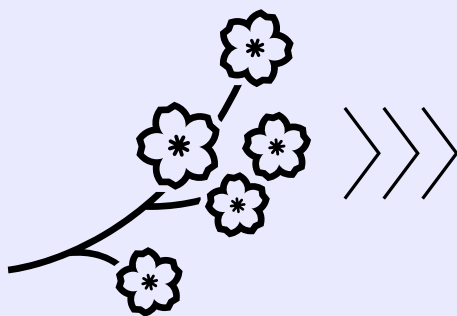
Kick Off Event: June 3-4, 2026
Virtual Summit: July 16 & 23,
2026



Injustice
anywhere is a
threat to justice
everywhere.

- Martin Luther King JR





LEVELING THE PLAYING FIELD: MAKING EQUITY WORK AT WORK

Let's be honest—workplaces aren't one-size-fits-all, so why should opportunities be? That's where equity comes in. Instead of giving everyone the exact same tools and expecting identical results, equity is about making sure each person gets what they need to thrive.

Think of it this way: if success is the goal, equity is the strategy. Some employees might need mentorship, others flexible schedules, and some may benefit from clearer pathways to advancement. It's not about favoritism—it's about fairness that actually works in real life.

Companies that embrace equity tend to see something pretty great happen: people feel seen, supported, and motivated. When employees know their workplace is invested in their growth, they're more likely to bring fresh ideas, collaborate better, and stick around longer.

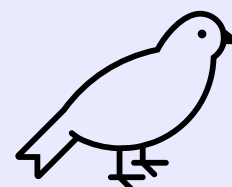
At the end of the day, equity isn't just a policy—it's a mindset. And when it's done right, everyone wins.

EVENT SPOTLIGHT – WOC SUMMIT

The seventh annual Women of Color Summit (WOC) & Ally Institute is regional two day in-person professional development conference. WOC summit will be held in Niagara Falls, NY, on June 3-4, 2026. Additionally, the series will continue with two virtual sessions on Thursday, July 16th and July 23rd. This year's theme: **B.R.I.D.G.E. — Connecting Voices, Cultivating Leaders, Advancing Equity.**

We Want To Hear From You!

Over the course of this year, the BNHRA DEIA Committee will be providing monthly newsletters related to DEIA topics. Each quarter of the year will be assigned a letter from DEIA as an area of focus. Quarter 1 will be focused on “D” – Diversity. We are open to comments, questions, and suggestions from all so that we can make this a best-in-class resource for you! For comments or suggestions, please email Alyssa Klimuszka at alysa@herhrsolutions.com



DEBUNKING EQUITY

Equity in the workplace is often misunderstood, leading to a number of common myths that can hold organizations back from meaningful progress. Let's clear a few of them up.

One of the biggest misconceptions is that equity means giving certain employees “special treatment.” In reality, equity is about fairness—ensuring everyone has access to the tools and opportunities they need to succeed, even if that support looks different from person to person. Another myth is that equity lowers standards. In fact, equitable workplaces maintain high expectations while removing barriers that may prevent talented individuals from reaching those standards.

It's not about making things easier—it's about making success achievable for all. Some also believe that equity only benefits a small group of employees. The truth is, when workplaces become more equitable, everyone gains. Teams become more collaborative, innovation improves, and overall morale increases. By challenging these myths, organizations can move toward a more inclusive, fair, and high-performing workplace—where every employee has a real chance to succeed.