

Diversity, Equity, Inclusion & Accessibility Newsletter

June 2026 Edition

https://bnhra.org/Diversity_and_Inclusion



Cultivating Workplace Equity

Welcome to the latest edition of our newsletter! As the days grow longer and gardens burst into bloom, it's the perfect time to reflect on how we can cultivate workplaces where every employee has the opportunity to thrive. Just like no two plants need exactly the same amount of sunlight or water, employees bring unique experiences, strengths, and needs to the workplace. Equity is about recognizing those differences and ensuring everyone has the support they need to grow and succeed.

In this edition, we're digging into the importance of workplace equity, exploring practical ways organizations can create more inclusive environments, and sharing insights that help teams flourish together. Whether you're a leader planting the seeds of positive change or an employee helping your workplace bloom, we're glad you're here. Let's continue growing stronger, more equitable workplaces—one step, one conversation, and one opportunity at a time.

Growing the Garden of Equity

Summer reminds us that while everyone enjoys the same sunshine, not everyone experiences the season in the same way. The workplace is much the same. Equity recognizes that employees have different needs, responsibilities, and challenges, and it ensures they receive the support and opportunities necessary to thrive. Rather than treating everyone identically, equitable workplaces create conditions where all employees can contribute their best and reach their full potential.

Just as a healthy garden requires different amounts of water, sunlight, and care for each plant to flourish, organizations grow stronger when they invest in the unique needs of their people.

Flexible schedules, inclusive policies, professional development opportunities, and fair access to resources help cultivate an environment where everyone can succeed. This summer, organizations can focus on nurturing equity and creating a workplace where every employee has the opportunity to bloom.



June 25 – Summer Legal Update presented by Phillips Lytle, LLP

September 17, 2026 BNHRA Legal Update & HR Excellence Awards

October 22, 2026 Equity in Action Awards

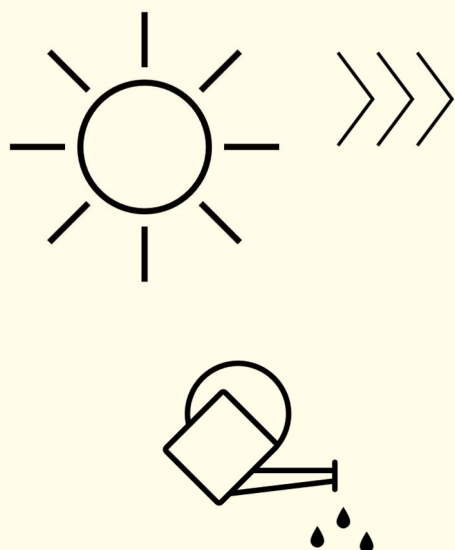


Equality is giving everyone a shoe.

Equity is giving everyone a shoe that fits.



- Unknown



A thriving workplace is much like a flourishing garden. While every plant contributes to the beauty and health of the landscape, each one requires different conditions to grow. Some need more sunlight, others require extra water, and some thrive with additional support. Equity in the workplace follows the same principle. Rather than giving every employee the exact same resources, equity focuses on providing individuals with the tools, opportunities, and support they need to succeed based on their unique circumstances.

When organizations embrace equity, they create an environment where diverse talents can take root and flourish. This may mean offering flexible work arrangements for caregivers, providing accommodations

for employees with disabilities, or creating mentorship opportunities for individuals who have historically faced barriers to advancement. By recognizing and responding to different needs, employers help ensure that every team member has the opportunity to grow and contribute their best work.

Just as a gardener carefully tends to each plant to create a vibrant and balanced ecosystem, leaders play a critical role in cultivating an equitable workplace culture. When employees feel valued, supported, and empowered, engagement increases, collaboration strengthens, and innovation thrives. The result is a workplace garden where every individual has the chance to bloom, creating a stronger and more successful organization for everyone.

Employees In Bloom

Equity In The Workplace Myths



Myth: Equity and Equality Are the Same Thing. Equality means giving everyone the exact same resources or opportunities. Equity goes a step further by providing individuals with the specific tools, resources, and policy adjustments they need to succeed based on their unique starting points and barriers.

Myth: Equity Initiatives Require Hiring Unqualified People. Promoting equity deepens and diversifies the candidate pool rather than lowering standards. It removes unconscious biases from the recruitment process so that historically marginalized, but highly qualified, talent has a fair shot.

Myth: High Employee Retention Means the Workplace Is Equitable. Low turnover and high general satisfaction do not mean systemic issues don't exist. Employees from underrepresented groups may simply feel uncomfortable speaking out about their struggles due to fears of backlash

Myth: Equity Compensation is Only for Executives and Public Companies. Equity compensation—like stock options and grants—is an increasingly common tool used by small, private startups just as much as large corporations to attract and retain top talent. It serves as a highly competitive piece of an overall compensation package.

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>

