Buffalo Niagara Human Resources Association

Diversity, Equity, Inclusion & Accessibility Newsletter

November 2026 Edition

https://bnhra.org/Diversity_and_Inclusion

Thank YOU

On behalf of the BNHRA DEIA Committee, we want to extend a heartfelt thank you to everyone who attended, supported, and contributed to making our Equity in Action Leadership Summit such a meaningful and inspiring event! The conversations, connections, and perspectives shared throughout the summit reminded us of the incredible power of bringing people together. Each of us brings unique experiences, backgrounds, and stories to the table, and it is through embracing those differences that we build stronger workplaces, stronger leaders, and a stronger community.

Our work doesn't end when the summit concludes—it is only the beginning! We challenge each of you to carry the conversations forward and turn inspiration into action. Let us continue to create spaces where we welcome all, we include all, and we respect and celebrate one another for our differences. Whether through a small act of kindness, an inclusive workplace practice, or simply taking the time to listen and learn from someone else's perspective, every action matters. Together, as one community, there is truly nothing we cannot accomplish. Let's keep the momentum going and continue putting equity into action!

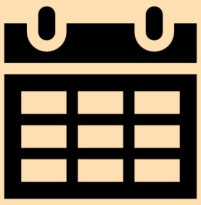
Accessibility For All

As we look ahead to the remainder of the year, we will be turning our focus toward accessibility in the workplace. But what does accessibility really mean? It goes beyond physical accommodations or meeting basic compliance requirements. Accessibility is about creating an environment where everyone has the opportunity to participate, contribute, grow, and succeed without unnecessary barriers standing in their way.



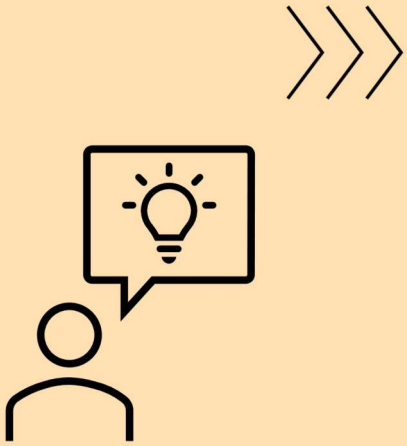
Accessibility benefits everyone. When we make our workplaces more accessible, we create stronger, more innovative, and more inclusive environments where people can bring their best selves to work. We encourage you to join us in these conversations, challenge traditional ways of thinking, and consider what changes—big or small—you can make within your own organization. Because inclusion isn't just about opening the door; it's about making sure everyone can get through it, feel welcome, and have the opportunity to thrive.

November 12, 2026 – HR Analytics Made Practical



I wish for a world that views disability, mental or physical, not as a hindrance but as unique attributes that can be seen as powerful assets if given the right opportunities.

-Oliver Sacks



Opportunities For All

When employees feel that their needs are understood, their voices are heard, and they have the tools and resources necessary to succeed, they are more likely to feel valued, engaged, and empowered. Creating an accessible workplace isn't simply about meeting legal obligations or checking a compliance box; it's about recognizing that every individual brings different strengths, experiences, and needs to the workplace. Accessibility requires us to shift our mindset. Instead of asking employees to adapt to the workplace, we should be asking ourselves how we can adapt the workplace to better support the people within it. This means being intentional, listening without assumptions, and recognizing that accessibility looks different for everyone. What works for one individual may not work for another, and that's okay.

As HR professionals we have an opportunity to be part of this change. We can challenge outdated practices, identify barriers, advocate for inclusive policies, and help create cultures where accessibility is considered from the beginning rather than addressed as an afterthought.

At the end of the day, accessibility is about creating opportunity. It's about ensuring that everyone has a seat at the table, the ability to participate in the conversation, and the opportunity to make a meaningful impact. Let's remember that a truly inclusive workplace isn't one where everyone is treated exactly the same—it's one where everyone has what they need to succeed.

DEIA Spotlight – Gloryanne Holbrook



This month we are proud to spotlight Gloryanne Holbrook – People & Culture Director of Form Gum

In the words of Gloryanne:

Inclusion can't live only in HR. Our managers are trained to be fair, consistent, and transparent, because the person associates see every day shapes their experience far more than any policy does. We're intentional about setting examples that associates can see and model in their own work. Our buddy system also gives line associates the chance to spread their wings as mentors, helping newly placed associates find their footing and feel part of the team from day one.

We evaluate our production and support teams using core competencies aligned with our mission and vision, focused on what each person truly brings to the table. We want to make sure no one is overlooked and that everyone is evaluated using the same evaluation scales. We also track 30-day turnover, temp-to-hire conversion, and first-week feedback. The clearest result is that communicating in ways people can easily understand has increased engagement and, as a side effect, our production rates. People want to work where they feel welcomed, valued, and like they belong.

Call to Action

Our friends with the Agents for Advocacy are looking for donations and help this holiday season! The organization is looking for volunteers to help with their Fourth Annual Thanksgiving Food Distribution & Community Meal Initiative, along with their Christmas Gift Distribution for families in need.

If you can this holiday season, please consider providing Thanksgiving food items and/or Christmas todays for families in need. Whether you are able to contribute financially, volunteer, provide in-kind support, or help spread the word, every little bit counts!

For more information, please contact Mark Talley, Founder of Agents for Advocacy, by emailing: ml.talley59@gmail.com