

# PUBLICATION

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## Diversity Matters: Note from the Editor

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I recently conducted a training that focused on belonging. The participants were open to the discussion. They shared their thoughts about what actions would make them feel as though they were valued and could thrive at their organization, and I could see that the concept of belonging resonated with each of them. It is always wonderful to see people of all backgrounds, genders, experiences, abilities, ages, and personalities find common ground. Thereafter, I had the pleasure of conducting training sessions on how we can better communicate with each other when leading diverse groups of people. The group members' engagement in the discussion resulted in a very powerful exchange. The employees participated, shared, and remained engaged. At the end of training, many shared the takeaways that would help them improve their teams.

It has become apparent to me that some are hesitant about these subjects because they do not fully grasp the meaning of these terms (diversity, equity, inclusion, and belonging) and how they apply to them. So, when facilitating these sessions, a key priority for me is to show that discussions that relate to diversity, equity, belonging, and inclusion are not about a zero-sum game. The goal of having DEI initiatives is not to advance one person to the detriment of another. There is enough opportunity for everyone, and if for some reason there is not, then we must create more opportunities. One person finally receiving a chance to thrive does not mean you will not get yours. Just as they waited for their moment, your moment will also come, if it has not already presented itself. Patience and "looking on the bright side" can be easier said than done, but I encourage us all to focus on the positive. As the adage goes, "You can catch more flies with honey than with vinegar."

In this edition of *Diversity Matters*, we discuss belonging; we show how two summer associates organically connected around the concept of belonging; we spotlight one of our veterans whose message about camaraderie shows the impact a sense of belonging has in all environments; and we give you some food for thought when applying workplace code of conduct and dress-code policies in the wake of an election year. While this edition was not necessarily meant to focus on belonging, the theme emerged organically. And the timing for such a focus seems perfect.