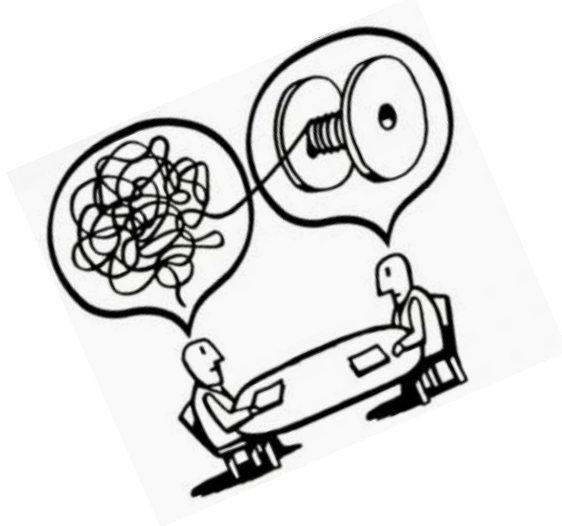

ROLE OF DIVERSITY AND WORKPLACE SAFETY

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DIVERSITY TOPICS

- Same-Sex Workplace
- Age-Related Prejudices
- Cultural Differences
- Communication Problems
- Disabled persons



WHY A DIVERSE WORKPLACE MATTERS?

- Supporting recruitment challenges and skills shortages
 - Some talents are wasted, either by not employing or by under-employing qualified candidates. If nonprofits wish to thrive, they need be able to recruit and retain the talent they need.
- Improving employee satisfaction and retention
 - The more effective an organization is at supporting diversity and inclusion, the more engagement that organization will experience among its employees.



WHY A DIVERSE WORKPLACE MATTERS?

- Providing better client service
 - People are more easily engaged when they feel represented amongst their colleagues and peers. When employees are members of the communities that an organization is working in—or working with—it adds to both credibility and trust.



- Broadening community engagement
 - In addition to providing better service, increased diversity means casting a wider net to connect with a greater variety of people, and access broader and deeper networks.



WHY A DIVERSE WORKPLACE MATTERS?

- Fostering innovation and problem-solving skills
 - Diversity can contribute to more effective decision-making and problem-solving by providing a range of perspectives, a broad spectrum of expertise and a more robust process for critical evaluation.
- Promoting organizational values more fully
 - Nonprofits indicate that there is a clear moral imperative to promote, build and nurture diverse organizations.



WORKPLACE SAFETY

- There are four primary drivers behind CSR's WHSE Management System:
 - Protect the health and safety of people.
 - Minimize environmental harm.
 - Operate within the law.
 - Ensure people know their WHSE responsibilities and how they are to be met. •



WORKPLACE SAFETY

- Complying with the laws, regulations and CSR operational policies and standards.
- Establishing measurable WHSE objectives and targets, recognizing and celebrating their achievement.
- Identify and control hazards and impacts, and adopting an approach that will eliminate or reduce the risk to an acceptable level.
- Informing employees, contractors, visitors and the public of these hazards and impacts.
- Identifying, implementing, monitoring and reinforcing the safe behaviors
- Providing appropriate workplace health, safety and environmental training
- Consulting and communicating with employees to improve the work health, safety and environmental performance in the workplace.
- In case the company has disabled employees they have improve the workplace in order to make them feel comfortable.

EXAMPLES AND ACTIVITIES AIMED TO DIFFERENT DIVERSITY GROUPS

- Know the diversity goals and vision of your organization and its connection to the overall business objectives. Commit to the process by understanding how diversity impacts your role, and how your role impacts the success of the diversity initiative.
- Cultural Appreciation Day
- Companies have to evaluate the diversity process by making a survey to the employee
- Leaders and managers within organizations must incorporate diversity policies into every aspect of the organization's function and purpose.
- Commit to continuous improvement.
- Welcome ideas that are different from your own.

