The Providers' Council promotes and supports the race, diversity and inclusion initiatives of its members. In order to help our membership develop and expand this work, we have compiled a list of best practices that we encourage our members implement in their own organizations.

❖ **Leadership** should demonstrate and promote race, diversity and inclusion in the workplace. The support and involvement of an organization's executive team is pertinent to help create a culture of inclusion in the workplace

❖ Organizations should include diversity and inclusion in their **strategic plan.**

❖ Organizations should make sure diversity and inclusion are embedded in their **orientation training** and **other staff trainings** throughout the year.

❖ Organizations should include diversity and inclusion in staff surveys to ensure they are effectively **cultivating an inclusive culture in the workplace.**

❖ Focus on **underrepresented populations in the workforce** and share recruitment materials with underrepresented staff to help ensure your **workforce represents those they serve.**

❖ Supervisors continuously **collect input from employees** on diversity and inclusion. Organizations should use this feedback to continuously improve their workplace culture.

❖ Address diversity and inclusion during **the interview and hiring process**.

❖ Ensure **marketing materials and website** effectively **communicate a respectful and inclusive work environment** to **attract diverse talent**.

❖ Demonstrate **accountability, commitment and involvement** with regard to diversity and inclusion in the workplace.

❖ Gain the support and commitment of the **board of directors** and include diversity and inclusion as a topic in all meetings.

❖ **Interview at least one diverse** candidate for each leadership position.

❖ **Develop a Diversity Mission Statement** that demonstrates the agency's focus on diversity and inclusion.

United States Office of Personnel Management _– Definitions of Diversity and Inclusion-2016 Strategic Plan_

Diversity is defined as "a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively."

Inclusion is defined as "a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging."