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.”