



clear actions

we can all take.

On May 23-25, 2023, we hosted a robust conversation, where incredible panelists gathered to examine dimensions of diversity and embracing the value of workforce equity. To paraphrase our host, Keith Brown, in its third year the 2023 Flourishing Under Fire event discussed “how to shape and define the strategies that can be operationalized within your organizations to support mental health and well-being, people with disabilities, and the veterans community.”

“It’s ensuring that all dimensions of diversity... are met. First, being cognizant there is a need, [second] to make sure there’s action behind the words... then three, equipping and empowering... employees to tap into those resources.”

- Carmen Jones, People with Disabilities session

Over the course of three focused sessions, these common threads emerged:

- Inclusion across your organization is key to success.
- Build bridges to provide access to care and resources.
- Your people are individuals; tailor your approach to the population you serve.
- Address unconscious bias and stigma through training and coaching.
- Leadership and role modeling set the tone for everyone in your organization.
- Establish psychological safety and create a comfortable culture for members to self identify.
- Know what goals you’re measuring, how you’re measuring them and why. Be transparent.
- Change is hard — remember, it’s a journey not a destination.
- Culture is the responsibility of all. Be a champion.

As Karin Childress so eloquently stated in closing our Veterans session on May 25, 2023, “as we progress... our approach to developing employment solutions must shift. Where formerly our programs were designed from a moral imperative, now they must be tied to the encompassing business imperatives within companies to meet modern workforce demands.”

We must rethink outdated assumptions and employment qualifications as we envision the workforce of the future, in order to synergistically design a future of work that’s built for everyone.

To discuss the specific challenges your organization is facing, and learn more about how Randstad can help, get in touch.

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human forward.