

March 13, 2013

Building a Progressive, Diverse and Inclusive Work Culture



Ingersoll Rand have been very successful over the last 140 years because of the quality of their products, the dedication of their workforce and their ability to deliver service. Their 14 billion global business is committed to provide a workplace that is inclusive and respectful.

The Progressive, Diverse & Inclusive Council (PDIC) was established in 2010

and is made up of global leaders representing the company's main business sectors. The purpose of the PDIC is to identify, develop and recommend initiatives to help the company create a progressive culture that leverages our differences and provides an inclusive environment where individuals and new ideas are encouraged to thrive.

Our guests, Karen Kouba and Amy Hansen presented on their experience with diversity and inclusion in the workplace, strategies that allowed them to respond to changes in demographics to attract and retain top talent, as well as initiatives that allowed Ingersoll Rand to foster a workplace that is welcoming, open of new thinking, and respectful of individual differences.



May 8, 2013

Harassment and Bullying in the Workplace: What Can We Do To Create Inclusive Workplaces for All?



Workplace bullying has serious consequences for employers resulting in a high turnover of staff, absenteeism and likely to yield negative results for the organization's bottom line. Our presenter, Sarah Nelson from Gundersen Health System, presented on what constitutes harassment in the workplace, what constitutes disrespectful behavior, and on strategies for dealing with and confronting these types of behavior.

Sarah, an Employee Assistant Program

Consultant, is also available to present on numerous topics to individual employers. Please contact us for details.

July 10, 2013

Understanding the Needs and Benefits of LGBT Inclusion in the Workplace

LGBT-inclusive workplace policies are not only beneficial for employees, but can bolster the bottom line, according to Williams Institute's analysis of 33 separate academic studies.

Our July Lunch and Learn focused on strategies to create inclusive workplaces for the LGBT employees.

Our speakers, Jackson Janzen, the Executive Director of the 7 Rivers LGBT Center, and Cindy Killion, Board President of the 7 Rivers LGBT Center, engaged the audience in discussions about creating a welcoming workplace for the LGBT employees, and ways in which the 7 Rivers LGBT Center can be a resource for local employers.



Cindy Killian, Board President of the 7 Rivers LGBT Center

September 11, 2013

Successful Onboarding Strategies



Our speakers shared with participants their experience in both the for-profit and non-profit sectors, their views on successful practices, and ways in which these can be adapted to other organizations.

Dr. Steve Salerno presented from the perspective of the La Crosse School District, who regards its employees among its greatest assets. The La Crosse School District provides a comprehensive "onboarding experience", to meet the needs of each of the district's 900+ employees.

Gundersen Health System needs to attract the best employees to promote their mission of a health care system which enhances and supports quality healthcare by emphasizing medical education, health and wellness education, as well as research and community health outreach. Ann Wales' presentation touched upon their onboarding process for new staff, and also on the importance of diversity training for staff.



Show your commitment to inclusive workplaces – become a member!

- ✓ Regular networking opportunities
- ✓ Lunch & Learn sessions
- ✓ Access to area diversity professionals and community groups
- ✓ Community resource guide
- ✓ Access to qualified diversity training facilitators
- ✓ Access to membership only resource area
- ✓ Discounts on selected workshops
- ✓ Recognition in Council's publicity and websites
- ✓ Membership certificate and recognition markers
- ✓ Attendance certificates

Lunch & Learn Events in 2014

All Lunch & Learn events in 2014 will take place in the La Crosse School District, Hogan Administrative Center, 807 East Ave S., La Crosse. Lunch will be included. Vegetarian and gluten free options are available on request. Please specify any food restrictions at the time of your booking.

New Prices:

Members: \$15

Non-members: \$20

PayPal payment option is available on our website.

Check online for 2014 Lunch & Learn dates!

For further information, please contact Violeta Iguchi, Council Coordinator at violeta.iguchi@glaxdiversitycouncil.com

Our Mission

To build on the strengths diversity brings to the workplaces, businesses, organizations and communities of the greater La Crosse area.

November 13, 2012

Latest Equal Employment Opportunity Trends and the Role of Bias in Employment Discrimination



We held our annual conference this year on November 13th, hosted by the La Crosse School District. Our engaging speaker, Maria Flores from the U.S. Equal Employment Opportunity Commission (EEOC), offered us two seminars on two different topics: equal opportunity trends, and the role of bias in employment discrimination. Maria's impressive trackrecord, expertise and knowledge became obvious during the presentations, which she delivered with humor and aplomb.

The audience had a chance to engage in a lively dialog with our speaker who offered real-life examples on numerous employment discrimination issues. An ad-hoc "clinic" was established, where members of the audience had the opportunity to ask Maria's opinion on best practices.

