



Diversity, Equity, Inclusion & Accessibility Newsletter

March 2026 Edition

https://bnhra.org/Diversity_and_Inclusion



DIVERSITY FOR EVERYONE

Welcome to the March edition of the BNHRA DEIA Newsletter! We hope everyone enjoyed the first edition in February, and we are thrilled to be back with the March edition, bringing you more updates on all things' diversity in the workplace.

In this month's edition of the newsletter, we are celebrating Women's History Month, exploring diversity myths, diving into the winning diversity mindset, and a special shout out to our DEIA Champion – Dora Jones!

No matter what you are looking for, this newsletter has something for everyone as that is what diversity is about – it is about celebrating the uniqueness and differences of EVERYONE. Over this next month, we challenge all our readers to champion what makes them unique in their workplace and discover how these special traits can work together.

We hope you enjoy this edition!

MARCH IS WOMEN HISTORY MONTH



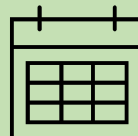
Women's History Month began as a local celebration in Santa Rosa, California. The Education Task Force of the Sonoma County (California) Commission on the Status of Women planned and executed a "Women's History Week" celebration in 1978. The organizers selected the week of March 8 to correspond with International Women's Day. The movement spread across the country as other communities initiated their own Women's History Week celebrations the following year.

In 1980, a consortium of women's groups and historians—led by the National Women's History Project (now the National Women's History Alliance)—successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8th, 1980, as National Women's History Week. Subsequent Presidents continued to proclaim a National Women's History Week in March until 1987 when Congress passed Public Law 100-9, designating March as "Women's History Month."

UPCOMING BNHRA EVENTS

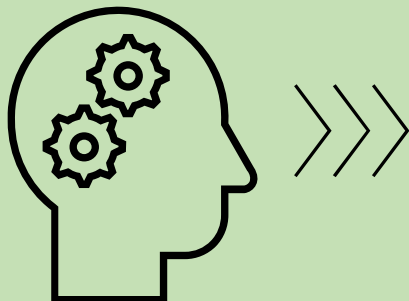
March 19, 2026 – Spring Legal Update

April 23, 2026 – HR Leaders Unplugged



Each time a woman stands up for herself, she stands up for all women.

- Maya Angelou



THE WINNING MINDSET – DIVERSITY TRAITS

A winning mindset for workplace diversity centers on shifting from mere compliance to viewing varied perspectives as essential for innovation and performance. It requires cultivating curiosity, humility, active inclusion, and a commitment to challenging one's own unconscious biases. This approach builds a culture where diverse, unique contributions are valued, leading to superior problem-solving and higher profitability.

Key Components of a Winning Diversity Mindset:

- Active Curiosity & Learning
- Embrace Discomfort
- Practice Humility
- Conscious Inclusivity
- Challenge Bias
- Amplify Others
- Growth Mindset
- Seek Out Feedback
- Listen Actively
- Build Personal Connections
- Be an Ally

DEIA CHAMPION SPOTLIGHT – Dora Jones

Dora Jones is in talent acquisition at Horizon Health Services and brings over 10 years' of experience in the industry. As a Latina from NYC, her leadership style has been shaped by her experiences. Navigating corporate spaces as a woman of color taught her how critical representation, access, and belonging are. She prides herself on leading with empathy, fairness, and the belief that everyone deserves to see themselves reflected in leadership and opportunity.



Do you have someone you would like to nominate for next month? Submit your recommendations by emailing the DEIA Diversity Director, LaTanya Walton at LWalton-Brown@sayyesbuffalo.org



DIVERSITY MYTHS

Myth 1: Diversity practices only benefit one race or demographic of people. So far from the truth! Diversity in the workplace initiatives are designed to champion EVERYONE and the uniqueness they bring.

Myth 2: Diversity is just an HR initiative. Nope – to have successful diversity in the workplace, EVERYONE is involved.

Myth 3: Diversity limits your talent pool of candidates. False! Diversity practices increase your talent pool as you are eliminating bias, gaining access to more qualified candidates.

Myth 4: Diversity is about meeting a quota. Absolutely not – diversity in the workplace can be compounded and is about celebrating what makes each of us unique in what we do.

**We Want To Hear From
You!**

Over the course of this year, the BNHRA DEIA Committee will be providing monthly newsletters related to DEIA topics. Each quarter of the year will be assigned a letter from DEIA as an area of focus. Quarter 1 will be focused on “D” – Diversity. We are open to comments, questions, and suggestions from all so that we can make this a best-in-class resource for you! For comments or suggestions, please email Alyssa Klimuszka at alyssa@herhrsolutions.com