



By The Office of Equal Opportunity

April is **Celebrate Diversity Month**! We all come from different backgrounds, cultures, and traditions. What a time to come together and celebrate those differences. Celebrate Diversity Month was first recognized in 2004 in an effort for us all to come together to appreciate and acknowledge our differences, as well as our similarities. Having a diverse workforce is important to ensure the inclusion of different perspectives and ideas when making decisions.



Companies that rank higher in gender diversity outperform their competition by 15%. Those that practice ethnic diversity outperform their competitors by 35% (Forbes).

Individuals with disabilities bring an even greater dimension of diversity to the team. High-performing organizations embrace and celebrate all types of diversity in the workplace. Diversity throughout management levels can lead to higher returns (McKinsey & Company). Inclusivity of differences broadens the reach of services and develops a culture where

everyone is valued and feels a sense of belonging.

OA Values Diversity Team members take part in celebrating diversity by joining in events such as Black History Month, Lunar New Year, Asian Pacific American Heritage Month, and National Disability Employment Awareness Month, as well as joining in conversations about diversity year-round. Information and awareness



are shared through the "Celebrate Diversity" articles in the *OA Insider* and **#MOCelebratesDiversity** posts across social media channels and other platforms.

"The greater the diversity, the greater the perfection."
—Thomas Berry

