



DOC: “3 in 6” Inclusion & Diversity actions (Version 1.0) (1/2) – Goals

1. A more diverse workforce.

Establishing a corrections team made up of staff who come from varied backgrounds and offer diverse perspectives can help us to:

- Boost innovation and creative problem solving
- Improve collaboration and productivity
- Broaden and enhance staff engagement
- Reduce staff turnover

A workforce that more closely reflects the cultural diversity of the offender population can help us to:

- Improve communication between staff and offenders/clients
- Provide relatable role models for offenders/clients
- Enhance safety in facilities through better collaboration
- Reduce risk and recidivism through stronger staff-offender connections

2. A more inclusive and welcoming workplace.

Cultivating a culture of inclusion helps us to:

- Create a more positive, healthier and safer professional environment where people want to work
- Increase retention of quality staff, especially those from marginalized groups
- Reduce incidents of discrimination, harassment and retaliation, as well as associated lawsuits, thereby saving taxpayer dollars and improving the department’s reputation²

