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 reputation