

IT'S TIME TO *LEAN OUT* AND EXPAND YOUR CIRCLE



Denise Starcher, Vice President of Human Resources at Menasha Corporation, shares thoughts on diversity and inclusion.

In contrast to the frequently-used business motto *lean in*, a term that describes a conscious effort to embrace challenge and risk, I say we need to *lean out* so as to widen our circles and be more inclusive of those around us. In fact, *leaning outside* of our comfort zones and including differences of thought, beliefs, backgrounds, appearances and preferences in the workplace helps employees feel valued and keeps them engaged.

Organizations that are the best in engaging employees realize substantially better customer engagement, higher productivity, better retention, fewer accidents, and 21% higher profitability¹. The roadmap to building an engaged work environment includes not only ensuring that there are diverse employees who bring unique experiences and perspectives, but also nurturing a culture of belonging where employees feel appreciated and comfortable being themselves².

Leaning out and widening our “work community” requires effort and attention. At Menasha Corporation, employee development courses are offered and are aimed at equipping individuals with awareness of personal biases and the strengths of diversity. But courses are not enough. Recently, a group of employees in a company leadership class raised the bar further on what we as a company can do to foster inclusion and acceptance across geographies and locations. They collected input from our diverse workforce on how inclusion affects them in order to shine a light on our differences and encourage continuous improvement. As a result of their recommendations, we have formalized our Diversity & Inclusion Statement (at right) and have signed a CEO Action pledge (www.ceoaction.com) committing to advance diversity and inclusion in the workplace. You can view a short video about diversity and inclusion at Menasha Corporation by clicking [here](#).

Fine-tuning and advancing a diverse work culture is a journey, but it's a necessary path toward inclusiveness. Having an inclusive environment allows

employees to feel comfortable sharing their ideas and other aspects of their true and authentic selves. All of us must work together to intentionally create a diverse and inclusive workplace, for better outcomes and for everyone to reach their own greatest potential at work.

Diversity & Inclusion: Together, We Are The Power Behind Possible

We are committed to a culture that nurtures diversity and encourages and values the contributions of all employees. By embracing differences, we imagine and deliver new possibilities and work together to realize our full potential.



¹https://news.gallup.com/poll/241649/employee-engagement-rise.aspx?utm_source=link_wwwv9&utm_campaign=item_245786&utm_medium=copy

²https://www.gallup.com/workplace/242108/diversity-inclusion-perspective-paper.aspx?g_source=link_wwwv9&g_campaign=item_245786&g_medium=copy

