

Labor and Employment 2022 Symposium

Managing Differences and Diversity in the Workplace

Guest and Dorsey Speakers

Richard Greiffenstein

Target Corporation
Director, Employee & Labor Relations
Minneapolis, Minnesota

Briana Al Taqatqa

Dorsey & Whitney LLP
Associate
altaqatqa.briana@dorsey.com
Minneapolis, Minnesota
(612) 492-6617

Rebecca Bernhard

Dorsey & Whitney LLP
Partner
bernhard.rebecca@dorsey.com
Minneapolis, Minnesota
(612) 492-6186

Raegan Henderson

Dorsey & Whitney LLP
Diversity and Inclusion Manager
Minneapolis, Minnesota

Materials

PowerPoint Presentation

ahead of the curve

Workplace law trends for today and beyond.
Come up to speed to stay ahead.



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Richard Greiffenstein, *Target Corporation*

Briana Al Taqatqa, *Dorsey & Whitney LLP*

Rebecca Bernhard, *Dorsey & Whitney LLP*

Raegan Henderson, *Dorsey & Whitney LLP*

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Richard Greiffenstein
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Labor Relations
Target Corporation



Briana Al Taqatqa
Associate
Minneapolis, Minnesota
(612) 492-6617
altaqatqa.briana@dorsey.com



Rebecca Bernhard
Partner
Minneapolis, Minnesota
bernhard.rebecca@dorsey.com
(612) 492-6186



Raegan Henderson
Diversity & Inclusion
Manager
Minneapolis, Minnesota

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Agenda

- **Overview: Diversity, Equity, and Inclusion Programs (DE&I) and Policies**
- **Brief overview of the terms we will use today and applicable law**
- **Panel discussion on these areas:**
 - **Implementing and Maintaining effective DEI Policies**
 - **Retention Incentives**
 - **Managing Disputes in the workplace**

DE&I Programs and Policies

- **Why are they important?**
 - **They support compliance with anti-discrimination laws**
 - **They are good business**
 - **Clients want service providers representative of their customer base**
 - **Diverse organizations perform better financially**
 - **Top candidates want to work for diverse organizations**
 - **Employees who feel included will fulfill their potential and are more likely to stay**

DE&I Programs and Policies

- **What are they?**
 - Strategies and practices that enhance diversity, equity and inclusion within an organization
 - Policies: general guidelines
 - Programs: actions or activities

DE&I Programs and Policies

- **How do we implement and maintain them?**
 - Five stages for successful DE&I initiative:
 - Commit
 - Assess
 - Create
 - Implement
 - Evaluate

PANEL DISCUSSION

We have a policy against discrimination and harassment. Now what?

How do DE&I programs and policies intersect with employee retention initiatives?

What is the relationship between DE&I policies and pay equity and pay transparency programs?

CLE Code for Attendees

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How can inclusion programs support initiatives to prevent workplace violence?

Can DE&I policies and programs help employers manage political disputes at work?

Key Takeaways

- **Anti-discrimination and anti-harassment policies are the floor**
- **Clients, customers, and employees demand diversity and inclusion**
- **DE&I programs and policies require commitment and constant reevaluation**
- **DE&I programs and policies are a recruitment and retention tool**
- **DE&I programs and policies support legal compliance**
 - Human rights laws
 - Pay equity and transparency laws
 - OSHA
 - NLRA
- **DE&I programs and policies create space for respectful and informed discussions**

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