

How companies can step up to make workplaces diverse, inclusive

Sunday, June 14, 2020

Michael Schmidt was quoted in the *New York Post* discussing an architecture firm that removed any unconscious bias from recruiters for their summer intern hiring process. Michael says this approach is certainly a good idea. “The more you can separate demographic-type information, protected class-type information from the recruiting process that is not necessary to the recruiting decision, the better,” he says. “Just focus on business needs and experience.” “None of this is to minimize the #MeToo movement or the need to still have sexual-harassment-related discussions,” he says, but, in addition: “There needs to be a larger discussion about other forms of discrimination and harassment, too.” This should feature “broad discussions on cultural sensitivity in the workplace, diversity inclusion in the workplace and overall a respectful work environment.” He says training — ideally, held annually — should include all employees, with tweaks to address the needs of managers and supervisors. He also recommends boosting communications by hosting town halls and multi-demographic committees because, “so much of this is listening and learning.”

To read more of this article, [click here](#).

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