



Welcome to this week's edition of *The IntegrITS Weekly Digest*.

When considering our benefit offerings and the different ways we are committed to supporting each IntegrITS Employee, it is important to us that our offerings include opportunities for professional growth. In previous editions of the Digest, we have discussed three different areas where Insperity Premier invites us to invest in our professional health:

1. [Insperity Training and Development](#)
2. [Community Online Academy \(COA\)](#)
3. [Optum Live and Work Well](#)

Today, we will discuss the fourth and final area highlighted by Insperity as a benefit to our professional health: [Diversity, Equity & Inclusion](#).

INSPIRITY

My Account > Wellbeing > Professional Health

Professional Health

Inspirity is here to support your professional health and personal development.

Inspirity Training and Development offers leadership development, training, performance improvement, online learning, and professional education credits for select courses.

Inspirity Diversity, Equity & Inclusion resources include self-paced training and blog posts and articles.

Community Online Academy provides live and re-recorded classes on public speaking, leadership skills and personal development.

Optum Live and Work Well provides resources for work-life balance, dealing with difficult work situations, and self-improvement.

Employee Assistance Program

Confidential support from Optum® Live and Work Well. Use Access Code 'Inspirity'

24/7 Telemedicine

Virtual medical and behavioral health visits available through your Inspirity benefits.

Recent Features

Diversity, Equity, and Inclusion



Over the past few years, Diversity, Equity, and Inclusion (also known as DE&I) has become an increasingly discussed topic in the news, within social circles, and even in the workplace. Before we delve into the learning opportunities Insperity offers for Diversity, Equity, and Inclusion in the workplace, let's review some definitions:

What is diversity?

In an article addressing the differences between diversity and inclusion—and why it is important to differentiate the two—[Gallup](#) defines diversity as: “the full spectrum of human demographic differences -- race, religion, gender, sexual orientation, age, socio-economic status or physical disability. A lot of companies consider different demographics as well -- lifestyles, personality characteristics, perspectives, opinions, family composition, education level or tenure elements of diversity, too.”

Insperity provides a list of categories under the umbrella of diversity:

The screenshot shows the Insperity website's 'Diversity, Equity & Inclusion' training page. On the left is a sidebar with 'MY ACCOUNT' (Paycheck, Benefits, Time and Attendance, Training, Performance, Wellbeing) and 'COMPANY' (Manage Time, Employee Directory, File Share, Regulatory and Compliance, Forms and Policies, MarketPlace) sections. The main content area is titled 'Diversity, Equity & Inclusion' and features a photo of a diverse group of people. Below the photo, it says 'Supporting the value of difference' and lists factors that make up diversity. A blue box on the right promotes 'New: Self-paced DE&I Training' with an 'ACCESS NOW' button.

My Account > Training > Diversity, Equity & Inclusion

Diversity, Equity & Inclusion

Supporting the value of difference

Many factors make up diversity and influence a person's individuality and unique contribution. When we learn to recognize these factors, we increase our ability to understand and appreciate differences in these areas:

- education
- political beliefs
- family
- language and communication skills
- income
- religion
- appearance
- work experience
- age
- gender identity or expression
- gender
- national origin
- sexual orientation
- mental and physical ability
- race
- ethnicity

New: Self-paced DE&I Training
Online video course catalog
[ACCESS NOW](#)

What is equity?

[Ideal](#) defines equity: “Whereas diversity refers to all the many ways that people differ, equity is about creating fair access, opportunity, and advancement for all those different people.”

What is inclusion?

In the same [Gallup](#) article mentioned above, they define inclusion as: “a cultural and environmental feeling of belonging. It can be assessed as the extent to which employees are valued, respected, accepted and encouraged to fully participate in the organization.”

Insperty provides extensive resources for Employees who want to strengthen their understanding of Diversity, Equity, and Inclusion—and its significant role in creating a healthy, thriving work environment. These resources also equip Employees with tools to strategize making their Teams more diverse, equitable, and inclusive. Insperty's DE&I resources can be broken down into four areas:

1. Self-Paced Online Training



Self-paced online training

For your convenience, self-paced training on the Insperty Learning Portal can be accessed online and completed individually.

Diversity, Equity & Inclusion Targeted Curriculum

The goal of the Diversity, Equity & Inclusion Targeted Curriculum is to provide resources to help you understand, encourage and leverage diversity in the workplace. This targeted curriculum of courses, videos, recorded webinars and books includes:

- Diversity Resources
- Unconscious Bias & Inclusion Resources
- Microaggression Resources
- LGBTQ Diversity
- Diversity Beyond Lip Service Book, Recorded Webinars and Resources
- Leader Resources

[Click here](#) to access Insperty's Self-Paced Online Training.

2. Instructor-Led Online Training



Instructor-led online training

Insperty's Virtual Learning Center (VLC) provides scheduled, instructor-led courses for employees using Zoom.

Introduction to Creating an Inclusive Environment

This instructor-led, virtual course provides leaders and employees with resources that can help develop the skills they need to engage and value every person on their team. Course objectives are:

- Discuss diversity and inclusion
- Introduce three practices for creating a more inclusive work environment
- Apply key principles in daily interactions
- Start an all-in plan to help create and support an inclusive environment

[Click here](#) to register for the next Instructor-Led Online Training.

3. Recorded Insperity Trainings and Webinars



Recorded Insperity presentations and webinars

Featured presentation: "The Impact of Implicit Biases During the Hiring Process"

Unconscious biases can have a negative impact in the workplace – particularly in the areas of recruiting, promotions, and organizational inclusivity. Director of EEO Services at Insperity, Aisha Thompkins, explains why it is important for business owners to be able to identify how unconscious biases may manifest in the workplace and how to prevent them from negatively affecting the organization.

[ACCESS NOW](#)

[Click here](#) to access Insperity's Recorded Trainings and Webinars.

4. Blog Posts and Articles

[Click here](#) to access Insperity's DE&I Blog Posts and Articles.

At IntegrITS, we are committed to being a Company that values Diversity, Equity, and Inclusion. We are grateful for these resources, and we hope they encourage you to partner with us in cultivating an environment where everyone thrives and feels a sense of belonging.

Tip of the Week

We recently came across an article that shares exercises to help prevent and relieve pain from computer slouching. [Check it out here.](#)

Coming Soon: *Team Spotlight*

Join us next week as we highlight another one of our incredible IntegrITS Teams!

Comments/Questions?

If you have any comments or questions about this week's newsletter, email us at news@integrits.com.

We have also created a website where we are storing the archives of all our newsletters to date: <https://integrits.com/digest-archives/>.

Have an incredible week, and we'll see you next Thursday!

Warmest Regards,
The IntegrITS Weekly Digest

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You are receiving this email because you are one of our incredible IntegrITS employees.

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