

EXPERTS FORUM | DIVERSITY & INCLUSION



Diversity & Inclusion in the Workplace

With Guest Panelists:



Angela Taylor



Dan Prinzing



Lisa Grow



Odette Bolano



Trina Ponce

The Experts Forum, Diversity & Inclusion discussion focused on creating a stable, respectful working environment with opportunities for all designed to help establish your company as an organization with strong values within the community.

Watch the recorded webinar by going to idahobusinessreview.com/experts-forum/

Creating a workplace of culture and climate that both embraces diversity and values, in which every voice can have a substantial, beneficial effect on your people, practices and profitability.

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Blue Cross of Idaho is Idaho's oldest and largest health insurer, with nearly half of the state's population enrolled in its various health insurance products. The company employs more than 1,000 Idahoans at its headquarters in Meridian, Idaho, and additional employees work at our district offices in Coeur d'Alene, Twin Falls, Pocatello and Idaho Falls.

Blue Cross of Idaho is leading the state with innovative solutions to address healthcare affordability while ensuring our members have easy access to quality care.

As a mutual not-for-profit company, our focus is on helping our members live their healthiest lives while giving them financial peace of mind.

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DIVERSITY & INCLUSION IN THE WORKPLACE WEBINAR

EXPERTS FORUM

JUNE 8, 2021 | 10AM MT

Standing Up for Equity and Justice



Trina Finley Ponce

By Trina Finley Ponce, Diversity, Equity and Inclusion Program Manager, HP Inc. based in Boise, Idaho

Over the past year, we experienced a global pandemic and a reckoning with racial inequality and social injustices that impact our employees, families and friends across the country and right here in our great state of Idaho.

We heard about numerous accounts of racial incidents in our community, from Dr. Charlene Taylor who was called a racial slur while sitting on a restaurant patio in Boise's North End to Erika Lee who shared painful experiences working in Boise as a Chinese-American reporter. We also saw how the Idaho Anne Frank Human Rights Memorial was defaced with Nazi propaganda. And there could be more that went on unreported as systemic racism and inequality have long plagued our society.

These events remind us that we are not immune to systemic racism in our Idaho communities.

Incidents like them – whether on an individual, group or institution – must cause us to look inward at our ourselves, our communities and our workplaces and reckon with the impact these painful incidents have on all of us, including our employees. We must decide who we are and who we want to be as businesses, organizations, employers, colleagues and neighbors.

At HP, we do not tolerate racism in any form. We have been operating in Boise, Idaho since 1973, and we are committed to not only create a welcoming and inclusive workplace where our employees can belong, innovate and grow but also stand up for equity and social justice in our community.

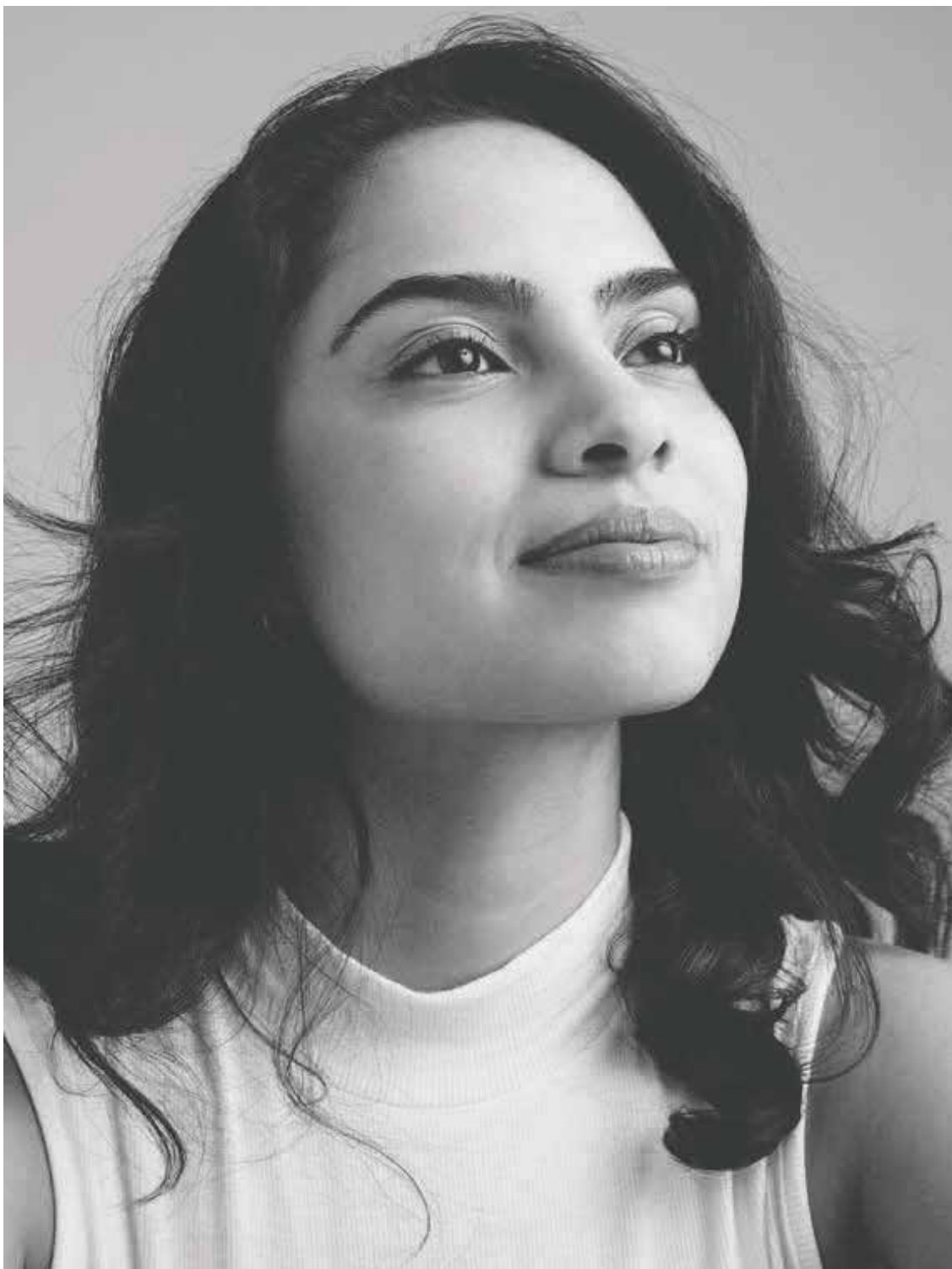
Our founders, Bill Hewlett and Dave Packard, believed in the power of diversity to fuel innovation. And research shows that diverse companies yield stronger business results. A McKinsey study titled "Diversity wins: how inclusion matters" shows that companies with higher gender diversity on executive teams were 25 percent more likely to have above-average profitability than companies with lower gender diversity. Companies with higher ethnic diversity on executive teams were 36 percent more likely to have above-average profitability than companies with lower ethnic diversity.



Since its founding in 1939, HP operated on an informal policy of nondiscrimination and our culture evolved to actively foster diversity, equity and inclusion (DEI). HP hired women in non-secretarial roles and minorities in STEM roles as early as the 1940s. HP started the first LGBTQ+ employee resource group in 1978, and today we invest in over 125 employee resource groups worldwide to create a strong sense of belonging for our employees.

We have a proud legacy of DEI and we recognize that this work must be intentional, measured and persistent. From our Board of Directors to our Boise workforce, our diversity is fundamental to our success. On a national level, HP established its Racial Equality and Social Justice Task Force to do our part to help end systemic racism and inequality. On a local level, we support the new Wassmuth Center for Human Rights Education Center and other organizations that empower Idaho's diverse communities.

We remain committed to fostering a diverse, equitable, and inclusive community where all feel safe, valued and welcomed and can thrive professionally and personally. When that happens, we believe our business community thrives too.



HP is hiring and talent is our only criteria

At HP, we create technology for everyone, everywhere. We bring our culture of innovation to life by driving diversity, equity and inclusion in all we do.



keep reinventing

HERE FOR THE ROAD AHEAD

At Blue Cross of Idaho, we're working every day to make affordable healthcare a reality—from value-based networks that help our members pay less for care that works, to using data to look at healthcare in a whole new way. It's all part of creating a simpler, more affordable future of healthcare across our state.

Learn more at
bcidaho.com/together

