



# Promoting and Maintaining Fair and Equitable Work Environments

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### Why Fairness and Equity in the Workplace Matters

The existence of consistent and equitable rules that apply to everyone, and fair distribution of resources communicates respect for all organizational members. Staff are more likely to experience job satisfaction when they feel that management treats all employees fairly and when there are effective appeal procedures in place for when the fairness of a decision is questioned.

### Pathways to Fair and Equitable Workplaces

There are several pathways organizations can follow to promote fairness and equity. Those pathways include the development of just workplace practices, transparent communication methods, expanding and nurturing workplace diversity, and fostering a culture of respect.

The best practices included in this guide are recommended by leading national workplace initiatives. Most are already implemented by many agency leaders across northwest Michigan in an effort to enhance fairness and equity within their organization. Use this resource to identify actionable steps your organization can take to support a fair and equitable work environment.

# Fairness and Equity Best Practices

Consider implementing one or more of these strategies within your own organization to promote a fair and equitable work environment.

## Seek Out Employee Feedback

- Implement an anonymous survey asking employees if they feel that workplace decisions are made based on merit or if they experience incidents of disrespect, discrimination, or favoritism in the workplace
- Welcome feedback from employees on organizational fairness and equity
- Include staff from a variety of departments in policy development to ensure that policies are fair and equitable from an employee perspective

## Promote Workforce Diversity

- Support and expand upon the diversity of staff, leaders, and board members
- Find opportunities to celebrate and acknowledge staff diversity

## Implement Transparent Communication Practices

- Create a culture of safe and open communication
- Communicate transparently about job opportunities, promotions, rewards, and organizational decisions
- Provide consistent updates to employees regarding organizational decisions, outcomes, and changes

## Create a Culture of Trust and Respect

- Support supervisors to model respectful and empathic behavior
- Listen to employee needs and aspirations and ensure that they are aware of the resources and opportunities available to help them meet those needs and goals

## Enforce Policies and Practices Consistently

- Assess the “fairness impact” of current policies, practices, and procedures
- Ensure that policies are being consistently enforced across all departments and among all staff within the organization