

ALL ARE WELCOME - HOW TO BUILD A REAL WORKPLACE CULTURE OF INCLUSION



Hoge Fenton's DEI Programming Committee is delighted to host author Cynthia Owyong to discuss her book, "All Are Welcome: How to Build a Real Workplace Culture of Inclusion that Delivers Results," on May 9, 2023. We've invited Cynthia, VP, of People at BILL to our Silicon Valley headquarters to present in person to our San Jose team and broadcast live to our employees in our Pleasanton and San Mateo offices.

"Seize the competitive edge and increase innovation?while doing right by people?with a strong culture of diversity, equity, inclusion, and belonging"

Studies prove that companies with more diversity in their ranks are more innovative, expand their markets, and perform better financially. Why, then, has so little progress been made, especially when it comes to corporate leadership? Because most companies have yet to develop and implement effective diversity, equity, inclusion, and belonging (DEIB) initiatives. And the ones that have too often focus mainly on hiring a diversity of staff or rolling out unconscious bias training without improving results.

DEIB begins but doesn't end with hiring. When you deeply understand all the nuances of diversity, equity, inclusiveness, and belonging, you'll be able to put them all together for a better, more productive, and happier workplace.

With All Are Welcome, you have everything you need to build a workforce and a company designed to compete in the twenty-first century while doing your part to make the world a better place to live?and work.

As part of our diversity, equity, and inclusion commitment, Hoge Fenton is committed to inclusion, manifested by conscious organizational effort and practices ensuring that each individual feels involved, valued, and welcome.

Learn more about our firm's commitment to diversity, equity, and inclusion [here](#).

Learn more about Author Cynthia Owyong [here](#).

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