

Podcast Name: *HR Bartender*

Episode: Jarrod Harden

Welcome to the *HR Bartender* show - a casual place to talk about all things work and get practical advice to work responsibly. The podcast is hosted by Sharlyn Lauby, author of the *HR Bartender* [blog](#), and this premier season of the show centers on the future of work. In this episode, Sharlyn interviews Jarrod Harden, the Interim Head of Diversity, Equity, and Belonging at UKG. Jarrod describes his role as that of a company liaison who listens to and serves the needs of people. He firmly believes in the power of belonging, and has been working on employee-focused programs for over a decade. Jarrod's introduction to his line of work came through involvement with employee resource groups among marketing and communications professionals, and he has since shifted into the HR field with a focus on culture and diversity and a personal passion for people of all different identities, experiences, and backgrounds.

After checking in to see how Jarrod and his friends and family have been faring through the ongoing COVID-19 pandemic, Sharlyn turns attention to Jarrod's line of work. Jarrod explains how the use of storytelling and analogy can help organizations grasp the evolving conversation surrounding diversity, inclusion, equity, and belonging. He then shares about the process of integrating such values pervasively and practically into a company culture. In his own experience, employee resource groups have been tremendously impactful, as they are an inexpensive company investment that helps to build community and celebrate identity.

There are challenges to pursuing the values Jarrod is addressing, though. Companies need to beware of such pitfalls as misplaced silence and a focus on data to the exclusion of a proper consideration of human emotion. Challenges may also arise when other people do not act or speak in ways that align with company values, and this calls for a measured response, careful communication, and - in the instance that an individual does not agree with company values - a recommendation that the individual pursues a different job. After all, it is important for leaders and employees alike to be on board with the company's mission and values. A final challenge Jarrod addresses is that of diversity fatigue, and he offers insight into the types of clarity and communication that will counteract this problem.

Before the conversation ends, Sharlyn and Jarrod talk about the concept of belonging and about how to create belonging in a workplace. Listening and building community are central to creating the sense of belonging that companies and their employees so deeply need.

Links:

Learn more about [Jarrod Harden](#) and connect with him on [Instagram](#) and [Facebook](#).

Learn more about [Sharlyn Lauby](#) and [HR Bartender](#).

Learn more about the founding sponsor of the show, Ultimate Kronos Group ([UKG](#)).

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