

Podcast: *HR Bartender*

Episode: Sarah Morgan on managing an inclusive workplace

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. The show is hosted by Sharlyn Lauby, author of the *HR Bartender* blog, and is in its second season - a season focused on the topic of change! In today's episode, Sharlyn welcomes guest Sarah Morgan, Director of Equity and Inclusion at Humareso, where she works with customers nationwide to create workplaces where people from traditionally marginalized identities can better thrive. Before moving to Humareso, Sarah worked as an HR executive with a number of well-known organizations, and she is the author of the *The Buzz of HR* blog and host of the *Leading in Color* podcast.

Jumping right into the subject of change, Sharlyn asks Sarah about one recent change in her life that turned out well. The change that first comes to mind, Sarah shares, is her transition to Humareso. This transition represented a big step into the unknown, but it has helped to resolve the divide Sarah felt between her work and personal life, ease her burnout with traditional HR, and improve her health and relationships. Sarah finds herself thriving at Humareso, and she loves being part of efforts to see others thrive in the workplace, as well. More specifically, she is committed to seeing companies not just talk about DEI aims, but take action to reach them.

There is room for conversation about where DEI should sit within a company, but ultimately, Sarah explains, HR professionals must understand the language of DEI as a specialty within the business and help infuse DEI into the company's people function. They should also take initiative when issues occur - either in the business or in society as a whole. HR professionals, along with their colleagues within the organization, should consider pivotal cultural moments as opportunities to take a stance in a way that lets everyone in the organization know they're seen. This will not only care for current employees, but also attract more candidates to the company.

Shifting gears, Sharlyn asks Sarah about recent changes in the DEI acronym. Some companies have added a "B" for "belonging," and still others have altered the acronym to work in a "J" for "justice." Sarah's thoughts on these shifts are twofold: on one hand, she is concerned that overcomplicating acronyms can take away from the aim of bringing marginalized people to the center. On the other hand, she is happy to see organizations do whatever they need to do to feel that they are embracing all the concepts they want to cultivate. To that end, she chooses to respect others by deferring to the acronyms they prefer.

Before the episode concludes with Sharlyn's takeaways, Sarah offers thoughts on navigating care for employees and regulatory compliance and urges HR professionals to commit to equity.

Links:

Learn more about [Sarah](#) and [Humareso](#)

Check out Sarah's [blog](#) and [podcast](#).

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).

Check out other [episodes](#) of this season for more insight into the topic of change!