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Press Release

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HRACC NAMES 2018 EXCELLENCE IN DIVERSITY - “EMPLOYER OF THE YEAR” AWARD RECIPIENT

HRACC to Recognize Organization for Excellence in Diversity on November 7th

HARTFORD, CT — (October 5, 2018) The Human Resource Association of Central Connecticut (HRACC) is pleased to announce the recipient of the **Inaugural Excellence in Diversity Award**. The recipient demonstrated a strong commitment to advancing diversity and inclusiveness within their workplace and community.

The primary award distinction for this year is **“Employer of the Year”**. We are proud to honor this year’s winner: **YMCA of Greater Hartford**.

The award will be presented on Wednesday, November 7, 2018 during the HRACC annual diversity program from 5pm-8pm, held at host venue: University of Connecticut, School of Business-GBLC, Hartford, CT. The program theme is: “2018, Year of the Woman - Multicultural Women in Leadership”.

For event details and registration, visit our website: www.hracc.org.

ABOUT THE HRACC EXCELLENCE IN DIVERSITY AWARDS

Through the Excellence in Diversity Awards, HRACC recognizes outstanding member-affiliated institutions, organizations, businesses and corporations. The award will be presented annually to organizations who show exemplary efforts in advancing workplace diversity and inclusion. The nominees have championed diversity in their mission and values, strategic leadership, and promoted inclusion through development of innovative D&I strategies and sustainable programs.

The HRACC Excellence in Diversity Awards was developed in partnership with the Award Advisory Committee. The judging panel is comprised of experienced professionals working in human resources, business consulting and D&I fields. Finalists are selected by a diverse group of experienced judges and, from that group of finalists, one winner in the category is awarded.



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“We are thrilled and consider it an honor to receive this recognition.” ~

Lori Lehan, SHRM-SCP, SPHR - Vice President of Human Resources



YMCA of Greater Hartford (GHYMCA) is awarded the Excellence in Diversity: “Employer of the Year” Award for its efforts to Champion Diversity and promote Inclusive Excellence. For over 160 years, the YMCA of Greater Hartford has provided programs and services to meet the needs of a growing and diverse community. In partnership with the YMCA of the USA, the YMCA of Greater Hartford continues its commitment to attain cultural diversity in its leadership, maintain diverse community partnerships,

and advocate inclusiveness in all aspects of organizational engagement. “Diversity and inclusion remain at the core of the YMCA of Greater Hartford’s mission and the work we do each day throughout the Greater Hartford community. We are extremely grateful to be recognized by HRACC for our efforts,” said Harold Sparrow, President/CEO of the YMCA of Greater Hartford. Lori Lehan, the YMCA of Greater Hartford’s VP of Human Resources added, “Our executive leaders embed Diversity & Inclusion (D&I) into YMCA’s national strategic plan and the strategic goals for each association and branch, including the YMCA of Greater Hartford.”

Nationally, the YMCA is recognized as everyone’s neighborhood community organization, a place that embraces all people from all walks of life. In offering accessibility to education and resources, they are empowering the entire Y spectrum at multiple branches and camp facilities covering several counties within Connecticut, in 10,000 U.S. communities and more than 120 countries worldwide with a global impact that makes strong diversity and inclusion practices paramount for the Y. “Diversity and Inclusion empowers our organization,” Lehan continued.

The YMCA of Greater Hartford is driving innovation in the workplace by promoting an "immersive experience" that includes diverse programs reaching individuals and communities of all backgrounds. This extends to having a strong social media presence with "Humans of the Y" posts, building and supporting access to programs such as youth development, Women’s Leadership Forum, LGBTQ+ Task Force, and a host of programs committed to health and wellness and personal empowerment. The YMCA of Greater Hartford also provides transparency in its metrics by sharing its annual Diversity, Inclusion and Global (DIG) report to strengthen strategic D&I efforts.

The YMCA of Greater Hartford believes that having a strong commitment to diversity and inclusion “creates better communities, a better country and a better world” by increasing opportunities for women, underrepresented groups, disabled persons, and LGBTQ, and by investing in inclusiveness



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and bias training. The Organization has a robust community presence with its strategic diversity partnerships, to include academic, community, ethnic, and civic organizations.

The YMCA of Greater Hartford is proud to be an Affirmative Action Employer, which allows for access to a broad array of diverse professionals to ensure an ongoing pipeline of talent, and growing its supplier diversity program that seeks out talented minority and women-owned contractors and service providers. In building comprehensive, sustainable D&I programs, an indicator of the organization's success is the incorporation of YMCA's core values of Care, Honesty, Respect, and Responsibility; these values are embedded in the YMCA of Greater Hartford's strategic plan and create an organization-wide culture of excellence and engagement that extends from employee relationships, to partnerships, and into local communities serve.

HRACC is honored to present the YMCA of Greater Hartford with the 2018 Excellence in Diversity, "Employer of the Year" Award.

ABOUT THE YMCA OF GREATER HARTFORD

The YMCA of Greater Hartford is a non-profit 501 (c) (3) charitable organization established in 1852 and is one of the nation's oldest YMCAs. The YMCA of Greater Hartford builds strong communities by helping individuals reach their fullest potential through transformative programs that promote Youth

Development, Healthy Living and Social Responsibility. In 2017, the YMCA of Greater Hartford served more than 108,000 people in 52 towns and cities throughout the Capital Region. YMCA programs put the values of caring, honesty, respect, and responsibility into practice to build healthy spirit, mind, and body for all participants. Website: ghymca.org.

***Honorable Mention:** Based on impressive nominee submissions, we selected (2) organizations for this distinction.*



Starling Physicians as Connecticut's leading multi-specialty medical group, takes a unified approach to patient care and diversity & inclusion. Specializing in coordinated patient care, they value relationships and being connected to patients, their employees and communities and what matters to them, beyond healthcare. Starling attributes their success to providing conscientious care and a wide-array of services available



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to their patients and employees with close ties to the communities they serve. Their tagline of “Healthcare the way it should be” is a cornerstone on building diverse and inclusive medical, clinical, and administrative teams, ensuring patients see themselves represented at every level of care. Nancy Green, Human Resource Director said, “at Starling, D&I is good for our providers, represents the patient-mix, and our ability as a provider to relate to our patients through language, ethnic and cultural backgrounds, including our staff’s diverse background and experiences as part of their community”.

Starling’s focus on accountable leadership, extends to accountability across the patient continuum and work environment. In achieving successful D&I outcomes through development of competency training, “Civility Training” to reinforce respect of all persons in the workplace, mentorship programs to engage multi-generational teams, employee incentives to cross-benefit diverse talent recruitment and retention programs, they demonstrate dedication to fulfilling their organization’s commitment to D&I.

Starling Physicians authenticity in forming enduring relationships within the patient community, through teamwork and collaboration, demonstrates the collective spirit of their physicians, providers, clinicians and administrative staff. Nancy added, “Starling strives to be a place where people belong...we value relationships, we value Diversity”. Website: starlingphysicians.com



East River Energy takes great pride in being a premier energy supplier for Connecticut communities and beyond. Since their founding in 1984. East River Energy has grown throughout the Northeast and Mid-Atlantic areas, operating in 13 states across the eastern seaboard. East

River Energy promotes Diversity and Inclusion in their commitment to creating an "inclusive environment", responsive to the overall well-being of their employees by encouraging an atmosphere of honesty, respect, fairness and responsibility. “We have a "people-first" strategy, and identify needs of employees, as individuals and collectively”, said Denise Mangano, Human Resource and Compliance Manager. “our work environment, in the office or in the field, reinforces our values of caring about community, employees, customer-service, respect for everyone, compliance with all laws and accountability at every level”, Denise added.

Supplier diversity is also of paramount importance to East River Energy. Denise also stated, “it’s important for us to build strong relationships with diverse suppliers, vendors and contractors by promoting D&I to attract new supplier relationships”. East River Energy strives to maintain



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compliance with all Federal and State hiring policies and guidelines, and has been commended for their reporting efforts in maintaining standards of excellence.

East River Energy's commitment to diversity includes community involvement and outreach, partnering with local organizations to maximize diversity in recruitment and hiring efforts, supporting employee development and learning, providing comprehensive D&I training and sharing in each other's rich heritages and cultures through company and community-wide events and activities. East River Energy is dedicated to principles that reinforce their abiding commitment to improving the lives of their customers, employees and community. Website: eastriverenergy.com.

ACKNOWLEDGEMENTS:

HRACC would like to thank the distinguished members of the Award Advisory Committee for their dedicated work to identify our 2018 recipient:

- Erica Byfield (Chair), Director of Diversity and Inclusion - HRACC
- Sandi Sibilio (Co-Chair), Director of Workforce Readiness - HRACC
- Lois Krause, MBA, SPHR, SHRM-SCP, Senior Consultant - KardasLarson
- Karen Hinds, President/CEO - Workplace Success Group, LLC.

EVENT SPONSORS:

HRACC is proud to have UConn-School of Business as our lead sponsor. We thank event sponsors: Ametek, Inc., Wells Fargo, and Career Curve. For sponsorship opportunities, email: sponsorship@hracc.org.

ABOUT HRACC:

Founded in 1980, the Human Resource Association of Central Connecticut (HRACC) is 501(c)(6) non-profit organization and a Society of Human Resource (SHRM)-affiliated chapter dedicated to serving HR professionals and promoting excellence in HR practice in the business community throughout Connecticut. HRACC provides education and resources to our members by awarding scholarships to deserving students pursuing degrees in Human Resources or Business, supporting HR professionals seeking career development and certification, and recognizing employers for their achievements in creating flexible, diverse and inclusive workplaces.

Applications for the 2019 HRACC Excellence in Diversity Awards will open in Spring 2019.