

BUILDING INCLUSIVE WORKPLACES: STRATEGIES FOR SUPPORTING LATINÉ PROFESSIONALS IN TECH



Hispanic Heritage Month



As the daughter of a Bolivian mother and Irish-Italian father, I have been deeply committed to fostering an inclusive workplace while driving operational excellence at BMC for over 20 years. My passion for diversity and inclusion is fueled by my personal experiences as a Latiné woman navigating the tech industry, where I have witnessed the power of embracing diverse perspectives firsthand. For me, inclusion is not just a buzzword; it's who I am and is a core value that drives innovation, creativity, and collaboration within our organization.

Every month, our company highlights a different [diversity, equity, and inclusion \(DEI\)](#) observance. These initiatives are a testament to our ongoing dedication to creating an environment where everyone feels valued and empowered. They are more than just a nod to diversity; they are integral to our company's culture and values.

One of the most impactful strategies we have implemented is having each of our leaders present on the monthly DEI topic during our weekly stand-up meetings. This practice not only keeps the conversation around diversity and inclusion alive, but also ensures that our leaders are actively engaged in promoting these values and sharing personal experiences. For example, during "July is for Allies," our leaders discuss what [allyship](#) means to them, how they are communicating this topic to their teams, and the best practices they plan to implement moving forward. This approach helps to create a ripple effect, spreading awareness and fostering a culture of inclusivity throughout the organization.

In honor of Latiné Heritage Month, also known as [Hispanic Heritage Month](#), which spans September 15 to October 15, here are some of the practical strategies we have adopted to support Latiné

professionals, which can be used across any working team while also promoting diversity and inclusion within our company:

Employee resource groups (ERGs)

Our Latiné ERG is a global vibrant community that provides a platform for Latiné employees to connect, share experiences, and support one another. The ERG also plays a crucial role in advising the leadership team on issues affecting the Latiné community and helping to shape our DEI initiatives.

Inclusive hiring practices

We have revamped our [hiring practices to ensure that they are inclusive](#) and equitable. This includes implementing diverse hiring panels, using unbiased job descriptions, and actively recruiting from and participating in events with Latiné professional organizations such as [Latinas In Tech](#).

Cultural competency training

We provide ongoing cultural competency training for all employees to help them understand and appreciate the diverse backgrounds and experiences of their colleagues. This training is essential for creating a respectful and inclusive work environment.

Celebrating Latiné heritage

We celebrate [Latiné Heritage Month](#) with various events and activities that highlight the contributions of the Latiné community. These celebrations not only honor our Latiné employees, but also educate the broader workforce about Latiné culture and history.

Open dialogue and feedback

We encourage open discussions and regular feedback from employees about our DEI efforts. This feedback is invaluable in helping us to identify areas for improvement and to ensure that our initiatives are meeting the needs of our diverse workforce.

Highlighting the importance of representation

We honor Latiné leaders in tech by showcasing their remarkable accomplishments. This dedication to visibility and celebration ensures that the next generation of Latiné innovators sees themselves reflected positively in the industry. Check out the 2024 class of HITECH 50 influential Latiné tech leaders from Latin America, Spain, and Portugal [here](#).

My personal journey has shown me the importance of creating a workplace where everyone feels included and valued. By continually striving to improve our DEI efforts, we are building a stronger, more dynamic, and inclusive company. I am proud to lead an organization that is committed to supporting Latiné professionals and advancing ethnic equity. Together, we can create a workplace where everyone has the opportunity to thrive.