THE BUSINESS BENEFITS OF DIVERSITY

Diversity of thought, diversity of experience and diversity of skill, each of these traits should be sought out and developed in your existing and future employees. How? Look at their backgrounds and their work history, ask them about their passions and ask them to solve problems in a group environment, observe and encourage positive results as they come. As publisher of Forbes Magazine, Malcolm Forbes puts it: “Diversity is the art of thinking independently together.” Only by finding and fostering the unique passions and skills of individuals around you can your common goal of a successful and enduring business be attained.

Now, obviously a person’s upbringing, race, socioeconomic status, age, gender and sexual orientation, will frame their values and their perspectives, but as a business owner, you should never assume that an individual will conform to a stereotype of a group.

It’s not just about hiring new diverse candidates. You can start where you are and work with what you already have. Don’t have the time or interest to poll your people to find out how they feel? Don’t have the time or interest to poll your people to find out how they feel? Take a few minutes to look at what has already been done. The Women Lawyers of Franklin County, in their 75th year, published a survey of women lawyers from every practice, age group, race and walk of life. http://www.wlfc.ws/WLFC/Survey

Truly, the best first step you can take to promote diversity and nurture an inclusive environment is to take the time to get to know your people on a personal level. Only then can you pick up on their passions and values that you can harness to serve your customer and your bottom line. All the while boosting workplace morale, loyalty to you and the company without spending a dime to do so.

Diversity is the one true thing we all have in common, and only by doing the work and embracing these complimentary differences can progress and profit be made.

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CHARITABLE GIVING: QUICK TIPS FOR CLAIMING TAX DEDUCTIONS

Generally, contributions of money or property are deductible if not set aside for a particular individual’s use. Consult your tax advisors to determine the proper value of contributed property to be deducted.

For a cash contribution of any amount, the business must keep a bank record or receipt from the organization showing to whom the contribution was made, its amount and the date made, or payroll deduction records that comply with IRS requirements.

For a contribution of $250 or more, the business must receive an acknowledgement from the organization that complies with IRS guidance on substantiating charitable gifts.

If a benefit is received from an organization in return for a charitable gift, you may deduct the amount of the gift, less the value of the benefit received. For large corporate sponsorships, consult your tax advisors to determine the type of deduction the sponsorship will be considered.

The rules for claiming a tax deduction available for charitable gifts are extensive and dependent upon each set of circumstances. To properly claim a deduction, retain all related documentation and consult with legal counsel or your tax advisors.

EDUCATION & EVENTS

Thursday, Dec 14 • 1:30 – 4:45 p.m.
Law & History: Civil Liberties vs. National Security
3.0 CLE Hours

Saturday, Dec 16 • 9 – 10 a.m.
Notary Public: Seminar & Test

Tuesday, Dec 19 • 9 a.m. – 12:15 p.m.
January 1973: The Month that Changed America
Video Replay; 3.0 CLE Hours

Wednesday, Dec 20 • 9 a.m. – 12:30 p.m.
Master Class in Law & History: Grant
Video Replay; 3.5 CLE Hours

All classes listed are offered at the Columbus Bar Associations offices, 175 S. Third St. Ste. 1100. To register, call 614-221-4112 or enroll online at www.cbalaw.org.