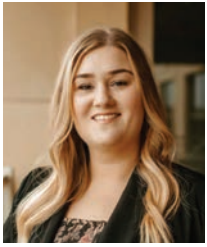


## A WORD FROM OUR SPONSOR



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# STINSON

## Balancing Inclusion, Legal Compliance in 2025: Dual Perspectives from Legal and HR

**From the Employment Law Attorney's Lens:** With any new presidential administration, employers face shifting legal landscapes that impact workplace policies and practices. Early in 2025, we've already seen significant changes in laws impacting diversity, equity and inclusion, as well as immigration and employee benefits that businesses, HR leaders, and employment law attorneys need to carefully navigate. Attorneys must stay proactive and creative, guiding companies on how to remain legally compliant while allowing them to continue inclusion initiatives that align with their company culture.

**From the HR Director's Lens:** For HR leaders, 2025 offers a unique opportunity to reassess how we build and manage our workforce. With recent changes in laws and trends, it's essential that HR teams prioritize inclusivity without compromising legal compliance. HR leaders should focus on refining recruitment practices, employee training, and benefit offerings to align with evolving legal changes. Developing policies that foster inclusion while ensuring fairness and compliance will be key in maintaining a positive work culture and mitigating potential legal risks.

**Conclusion:** 2025 marks a pivotal time for businesses to rethink how they approach their workforce, balancing inclusion with compliance. For HR leaders and attorneys, collaboration is crucial in navigating these challenges. By embracing new opportunities to refine practices and ensuring legal adherence, businesses can create an inclusive environment while also supporting a positive dialogue about what diversity and inclusion means for company culture. The goal is clear: find legally compliant and effective ways to do business in this new environment while fostering a supportive environment where people feel valued and respected.

*Stinson is a proud supporter of the WBJ's HR Professionals Awards and is inspired by the hard work, dedication and commitment of all HR professionals.*

## A WORD FROM OUR SPONSOR



**Dean Newton**  
President & EO  
Delta Dental;  
Surency Life & Health



## 5 Ways to Unleash Your Team's Culture Potential

Our company offers a suite of insurance products and services in more than 30 states nationwide. We have received national and local awards for outstanding results. Make no mistake... these results are because of our incredible employees and special culture.

We are focused on maintaining a strong, employee-centered culture. Here are five things I thought important to call out that helps unleash culture potential:

**1. Culture Requires Trust.** At our companies, we first focus on building relationships among employees knowing if we do that, trust will follow. Relationship building through formal channels (over communicating the good, bad, and "I don't know"), informal opportunities with employee connection and engagement activities (thank you Culture Committee!) as well as events (I am told that the pie thrown in my face for charity was a big culture highlight!).

**2. Culture Improves When You Listen.** At our company, the best ideas come from the people closest to our providers, employers, customers, and brokers. We implemented significant innovations across the company that were the direct result of listening and learning from our employees and stakeholders.

**3. Politics Kills Culture: The Antidote? Choose Empathy and Curiosity.** Disagreements are natural and healthy. In fact, we encourage spirited debate to get the best result. But shared corporate values assume good intent. We try to walk in the shoes of the other person and begin with the strong belief that their perspective is important and valuable.

**4. The Secret Weapon to Creating Good Culture is FREE.** The best way to motivate and get people excited is telling them when they are doing an amazing job. It feels great to recognize and celebrate our employees for their outstanding work and accomplishments.

**5. Our Employees Are Everything!** Leadership can truly unleash positive culture potential if we paint a vision of our strategic direction, set clear expectations, give our employees the tools, training and resources to do their jobs and then get out of their way. I am profoundly lucky that our employees are so motivated and talented. I learn something new from them every single day.

At Delta Dental of Kansas, we're honored to partner with local HR professionals in providing best in class dental benefits to their employees. Congratulations to all the recipients of this year's HR Professionals recognition.