

## The MaineLinks

### What to know...

If you have had a [job interview](#) recently, were you [asked about your views on DEI - Diversity, Equity and Inclusion](#)? It's an important topic! If you are not sure what these terms mean and why they are important, take some time to think about this now.

[Diversity](#) is the presence of differences within a given setting. At work, diversity could mean people with differences such as race, gender, [religion](#), [sexual orientation](#), ethnicity, nationality, socioeconomic status, [language](#), [\(dis\)ability](#), and [age](#).

[Equity](#) is when programs are fair and provide equal possible outcomes for everyone. Equity promotes [justice](#), fairness, and impartiality. To ensure equal circumstances for each and every person across the organization, equity requires that [employers](#) recognize barriers and advantages. [Barriers need to be removed](#), and unfair advantages need to be spotted and corrected.

[Inclusion](#) means [welcoming people](#), so that they feel a sense of belonging and being valued [in the workplace](#). When you are [welcomed](#), you can feel it! Even among [very diverse teams](#), there's not always a feeling of inclusion. For example, [women](#) might be well represented at the senior management level, but [still not feel included](#) due to historic gender norms or [salary gaps](#). Inclusion is what maintains diversity in [an organization](#). Without it, employees will not stay for long.

Has the [Covid pandemic](#) had an impact on diversity, equity, and inclusion? Experts are exploring whether [pandemic-related outcomes](#) are likely to continue the past patterns of inequality or whether this is a ["flip the script" moment](#) with the potential for change and [an era of greater diversity, equity, and inclusion](#) at work. DEI is vital to creating and maintaining [a successful workplace](#), so that all people can thrive personally and professionally.

[To be ready to discuss DEI](#), take the time to think about the importance of these ingredients in a successful workplace. [DEI is one of our central issues](#) in 2022, [in Maine](#), and across all employers. [Diversity, Equity and Inclusion](#) are not just topics we think about so that we are [prepared for an interview](#). DEI is the way to move forward together!

### May is:

May is [National Lyme Disease Awareness Month](#), a chance for Lyme patients, [activists](#) and [educators](#) to spread information on how to [prevent Lyme](#) and tick-borne diseases.

### Notable Quote:

"The secret of [joy in work](#) is contained in one word—[excellence](#). To know [how to do something well](#) is to enjoy it." - [Pearl S. Buck](#)



### Training Talk!

[Good news for students in Maine! Two Years of Free Community College:](#) \$20 million in one-time General Fund dollars to provide up to two years of free [community college](#) for all students from the high school graduating classes of 2020, 2021, 2022 and 2023 who enroll in a [Maine community college](#) full-time.

[Prevents Tuition Hikes Across University of Maine System:](#) nearly \$8 million in one-time General Fund dollars to help the U Maine System keep tuition flat for in-state students and provide funds to invest in updating campus buildings.

[Free Webinar on Public Service Loan Forgiveness - The Finance Authority of Maine \(FAME\)](#) is providing a free webinar on eligibility and [waiver info](#) for this program. This is helpful for anyone working in a U.S. federal, state, local, or tribal government, or non-profit organization interested in [learning more about the Public Service Loan Forgiveness Program](#) - Friday, May 13<sup>th</sup> [Register Here](#)

[Hiring Events:](#) (Click on the "Hiring Events" link for full list)

- May 11 – [Avesta Housing](#) in Portland
- May 11 – [Spring Outside Hiring Event](#) – Lewiston CareerCenter
- May 13 – [Bath Iron Works](#) at Hinckley CareerCenter

[Workshops:](#) (click on the "Workshops" link for more)

Pre-register online for these virtual opportunities:

- May 10 – [Creating a Winning Resume](#)
- May 12 – [Searching for Work: Age 55+](#)
- May 17 – [Navigating Hiring Process for Individuals with a Criminal History](#)

### and MORE!

\*How long can you expect [your tech devices](#) to last? How can you wipe data from [your old phone](#) before recycling it? For info about this, check out [AARP Personal Technology Resource Center](#)

\*The U.S. Department of Labor's [Veterans' Employment and Training Service](#) (VETS) has a wide range of [resources](#) and [programs](#), all working to enable America's veterans, service members and their [spouses](#) to reach their full potential in the workplace.

Did you miss the [last newsletter](#)? Ensure you subscribe for more updates from the [Maine Department of Labor](#).