



SESSION E

Moving from Diversity to Inclusion, Beyond the Numbers

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Moving...



**From Diversity to Inclusion,
Beyond the Numbers**



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How do you define Inclusion?

**What does Inclusion look like in
your work environment?**

Inclusion

“As the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”

Society for Human Resource Management (SHRM)

An inclusive workplace values the individual and group differences within its workforce.

Being able to embrace differences will in turn increase **talent, **innovation**, **creativity** and **contribution**.**

Positive outcomes from an inclusive, diverse workplace:

- Increased worker commitment to organizational success
- Improved employee health and well-being
- Reduced perceptions of discrimination and inequity
- Improved cooperation/collaboration between co-workers
- Lower employee turnover
- Higher productivity

But remember...

A **diversified** organization might not have an **inclusive** culture; and an **inclusive** organization might not have sufficient **diversity** among its employees.

Questions to ponder:

- 1. Is your workplace ready to educate its leaders on inclusion?**
- 2. Would your workplace welcome the formation of an inclusion council or affinity groups?**
- 3. Does your workplace celebrate employee differences?**

More questions to ponder:

- 4. Does your workplace have an effective process for all employees to give feedback – and do they listen to the feedback?**
- 5. Does your workplace hold effective meetings using inclusive practices?**
- 6. Does your workplace communicate goals and measure progress in areas of importance?**

SIX STEPS FOR BUILDING AN INCLUSIVE WORKPLACE:

- 1. Educate your Leaders**
- 2. Form an Inclusion Council or Affinity Groups**
- 3. Celebrate Employee Differences**
- 4. Listen to Employees**
- 5. Hold More - Effective Meetings**
- 6. Communicate Goals and Measure Progress**

**What is the one action step you will
commit to implementing – to create
an inclusive workplace?**

