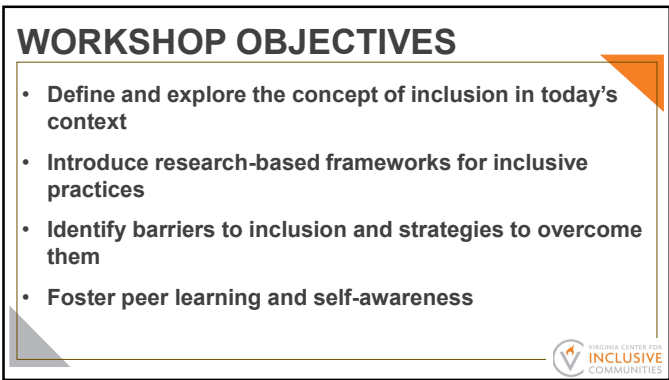
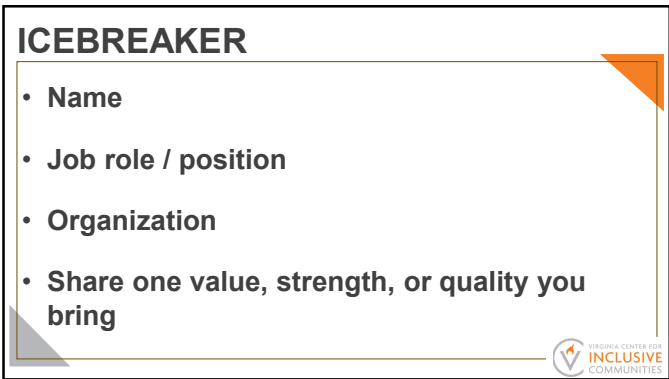




1



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3

REFLECTION

What can make this space feel inclusive, engaging, and safe for you?



4

DISCUSSION & NORM BUILDING

- What do your responses have in common?
- What behaviors or values show up more than once?
- Create 3-5 group norms per table



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INCLUSION ACROSS SECTORS

- Workplace Inclusion
"An environment where employees feel valued, involved, and respected for the viewpoints, ideas, perspectives, and experiences they bring" (Source: Center for Creative Leadership)
- Inclusion in Education
"The actions, activities, and approaches aimed at ensuring that all students, regardless of their abilities or disabilities, have equal access to quality education in their least restrictive environment" (Source: Virginia Department of Education)



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INCLUSION ACROSS SECTORS

- **Social Inclusion**
“All people have the best opportunities to enjoy life and do well in society – and making sure no one is left out or excluded” (Source: Sacred Heart Mission)
- **Examples:**
 - Access to education and training
 - Fair employment
 - Safe secure housing
 - Access to healthcare, public transport and other services



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REFLECTION

Which definition or framework of inclusion resonates most with your context - and why?



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BARRIERS TO INCLUSION

1. Identity Barrier Regulation

- HR leaders or DEI Officers encourage diverse employees to fit into the existing system
- Not focusing their efforts on dismantling underlying power dynamics

2. The Authority Barrier

- Leaders who deviate from the norm face more challenges from others in terms of respecting talent and skills they bring

Source: Martin N. Davidson & Laura Morgan Roberts



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BARRIERS TO INCLUSION

3. Things are Working Well for Me Barrier

- Those in power are in a place of agency
- For these leaders, there is less of an imperative to explore those parts of themselves or their organization that might need to change
- The onus therefore falls on leaders to interrogate themselves to understand the cost of privilege

Source: Martin N. Davidson & Laura Morgan Roberts



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BARRIERS TO INCLUSION

4. The Inertia Barrier

- Change of any kind is difficult
- Changing culture, systems, and processes is about removing institutional systems that are harmful
- This can make change a challenging and complex process

Source: Martin N. Davidson & Laura Morgan Roberts



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BARRIERS TO INCLUSION

5. The Motivation Barrier

- Danger when organizations value diversity for the wrong reasons
- Some employees may be at risk of becoming objectified
- The most important question is not “How many people of color or women do we have?”
- Instead it should be, “What differences will help us achieve our larger goals, mission, and purpose?”

Source: Martin N. Davidson & Laura Morgan Roberts

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BARRIER MAPPING

5 Barriers to Inclusion

1. Identity Barrier Regulation
2. The Authority Barrier
3. Things are Working Well for Me Barrier
4. The Inertia Barrier
5. The Motivation Barrier

Barrier Mapping Prompts

- What is the barrier?
- What are the root causes?
- Who is impacted-and how?
- What has been tried before (if anything)?
- What inclusive practices or strategies could help address this barrier?

Source: Trilant

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THE CASE FOR INCLUSION

- Employees value inclusion
 - 99% of employees value a workplace where everyone feels included
- Exclusion is common
 - 31% of employees have felt excluded or marginalized at work in the last 5 years

Source: Trilant

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THE CASE FOR INCLUSION

- Exclusion drives turnover
 - 55% of those who felt excluded considered leaving their job
- Training makes a difference
 - Only 29% of employees in organizations with inclusion training for all reported exclusion
 - Compared to 47% reporting exclusion where training is required of only the managers

Source: Tralliant



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THE CASE FOR INCLUSION

1. Talent Attraction & Retention
2. Employee Engagement & Satisfaction
3. Innovation & Creativity
4. Enhanced Decision Making
5. Improved Customer & Client Relationships
6. Regulatory Considerations

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

1. Talent Attraction & Retention
 - More likely to attract top talent
 - Job seekers drawn to your organization because diversity and equal access are highlighted
 - More inclusive workplaces tend to have higher retention rates

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

2. Employee Engagement & Satisfaction

- Connection is key for psychological health and well-being
- By prioritizing inclusion, it helps to cultivate a sense of belonging and community
- This enhances job satisfaction and morale

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

3. Innovation & Creativity

- Businesses must generate groundbreaking solutions to remain competitive
- Diverse teams are more able to tap into new ways of thinking
- Requires an environment where employees know their creativity and innovation are valued
- Examples- cross functional teams, employee surveys

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

4. Enhanced Decision Making

- Diverse groups encourage more extensive discussion and considerations
- Assists with avoiding an echo chamber or group think
- Diversity of thought and open communication are key to enhancing organizational decisions

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

5. Improved Customer & Client Relationships

- In a global marketplace inclusive organizations better adapt to the needs of diverse clientele
- Assists with developing inclusive marketing strategies that resonate with a broad audience

Source: Tony Butler-Sims



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THE CASE FOR INCLUSION

6. Regulatory Considerations

- Beyond morality, there are legal and ethical reason to prioritize inclusion
- Discrimination can lead to legal consequences and pose reputational risks
- Join industry associations to stay abreast of best practices

Source: Tony Butler-Sims



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REFLECTION & DISCUSSION

- | | |
|--|---|
| <ul style="list-style-type: none"> • Which of these insights resonates most with your experience? • What are the risks of not prioritizing inclusion in your workplace? • What's one action your organization could take to better 'make the case' for inclusion? | <ol style="list-style-type: none"> 1. Talent Attraction & Retention 2. Employee Engagement & Satisfaction 3. Innovation & Creativity 4. Enhanced Decision Making 5. Improved Customer & Client Relationships 6. Regulatory Considerations |
|--|---|


Source: Tony Butler-Sims



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MY INCLUSION COMMITMENT

What is *one thing*
I will do to
advance inclusion
in my workplace?



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LEARNING LAB EVALUATION



www.inclusiveVA.org/ELL



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