

# INCLUSION IN THE WORKPLACE



Inclusion means actively involving all employees' ideas, knowledge, perspectives, approaches, and styles to maximize individual and business performance. This program allows learners to explore inclusion as an important element of organizational success, with emphasis on the characteristics and best practices of inclusive leaders and organizations. Learners discuss the nature and impact of unconscious bias on behavior, explore their own personal biases, and review ways to mitigate their effects. The practices for improving inclusivity are immediately applicable and impactful.

## LEARNERS WILL:

- Define the concept of inclusion in the workplace
- Review the characteristics and best practices of inclusive leaders and organizations
- Explore the nature and impact of unconscious bias on behavior
- Consider productive approaches to conversations about inclusion
- Create action plans for increasing effectiveness as inclusive leaders

## WHY THIS MATTERS:

The workplace provides a particularly rich environment in which to observe and experience the dynamics of diversity, equity, and inclusion, both positive and negative. When organizations build a culture committed to addressing these issues, the benefits are many: increased innovation and engagement, better team performance, improved customer relationships, and a stronger bottom line. All of these are results that any company would value.

## DELIVERY OPTIONS:

**In-Person:** Half day

**Live-Online:** Two 2-hour instructor-led sessions

**See also:** Understanding Cultures for Effective Communication