



DIVERSITY & INCLUSION IN THE WORKPLACE

EQUALITY = GROWTH



A recent global survey published by Accenture in their blog 'The Hidden Value of Culture Makers' found that two thirds of leaders (68 percent) feel they create empowering environments in which, for example, employees can be themselves, raise concerns and innovate without fear of failure. Just one third (36 percent) of employees agree. The proportion of employees that didn't feel included (welcome at work and can contribute and thrive) was 20%. Respectful workplaces don't just happen, they are built through the values we hold and the way we behave towards each other every day.

Building a culture of inclusion in your workplace is important to the growth of your organisation! It's a safeguard in this hyper competitive environment. Not embracing the potential of a diverse population – both as potential customers and as employees.

Diversity and inclusion is recognised in contemporary human resource management as a key to improving organisational performance, client service delivery and employee satisfaction.

In our 'Diversity & Inclusion in the Workplace' training, we focus on 3 key areas for helping your organisation become a respectful workplace. Visibility, Policy and Education. When these 3 areas are combined a healthy workplace culture is created.

VISIBILITY

You can't be what you can't see!

Marian Wright Edelman, American civil rights activist

This quote from Marian Wright Edelman reminds us that until people have a name for something, understand the change it represents, and recognise it as desirable, they have trouble accepting it and taking steps to get there.

Visibility a vital tool for workplaces working on improving inclusion. You can make sure everyone is visible (heard and represented) in your organisation by setting up a diverse leadership team, celebrating days for women, sexual and gender diverse people and days that celebrate different cultures.

- Identify ways your organisation can represent all staff
- Gain a better knowledge and understanding of the community we serve
- How to increase employee job satisfaction, recognition and productivity by creating a diverse workplace



POLICY

Diversity targets need to be shared and communicated in the organisation and a code of conduct written and adhered to. Diversity management in your organisation also includes policy and initiatives in relation to gender equity, sexual diversity and flexible work for employee work & family life balance. We will help you develop policies that are developed with your team and leaders together.

- Identify acceptable and unacceptable behaviour in the workplace
- Explain the effects of unacceptable behaviour
- Calling out and addressing behaviour that can lead to bullying, harassment and discrimination
- Develop recruitment and retention policies and practices that target diverse segments in the labour market
- Performance management and development processes that recognise and reward diversity and inclusive practice
- Provide flexible work options to assist balance work and family needs and to access equal participation in the workplace

EDUCATION

We are all subject to cognitive biases in our decision-making. These, coupled with leader's tendency to be over-confident in their ability to make decisions, is a formula for making decisions based on the past, familiarity, emotions and comfort.

Lasting behaviour changes by increasing staff awareness, understanding, capability and confidence through education. Education happens in group training situations but also in ongoing coaching and mentoring by leaders and managers in your organisation.

- Assessment tools for your team and leaders
- Ongoing professional development that increases capabilities of employees to work with difference and diverse people and teams

