

Why Conscious Inclusion Matters

The Importance of Creating and Maintaining an Inclusive Work Environment

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What is Inclusion?

- **Inclusion** is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce. Inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness. We define inclusion as a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.

In simple terms, inclusion is getting the mix to work together.

U.S. Department of Housing & Urban Development

What is Conscious Inclusion

- Conscious inclusion is more than just being aware of your unconscious biases. It's about taking action to consciously build a culture where everyone feels included.
- Brook Graham Limited, Brook Graham

Benefits of Creating an Inclusive Work Environment

Institutions with inclusive cultures are:

2X as likely to match or exceed their financial targets

3X more likely to be high performing

6X more likely to be agile and innovative

8X more likely to achieve better business outcomes

Which Two Heads are Better Than One? Author, Juliet Rourke

Benefits of Creating an Inclusive Work Environment

- Higher Job Satisfaction
- Lower Turnover
- Higher Productivity
- Higher Employee Morale
- Improved Creativity and Innovation
- Improved Problem-Solving
- Increased Organizational Flexibility
- Better Employees

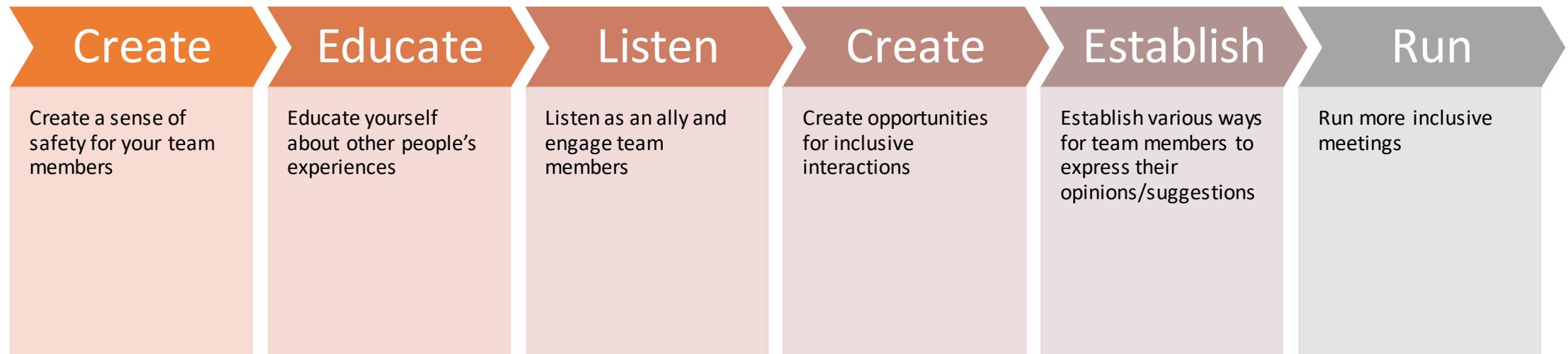
Humorthatworks.com

Benefits of Creating an Inclusive Work Environment

- Happier Employees
- Growing Culture
- New Knowledge
- Increased Productivity
- Greater Diversity

Nelly Balley, Recruiter & Account Manager, Hire Level

How to Create an Inclusive Work Environment



The Key to Successful Organizations



Organizations must equip their employees to create and foster an environment in which difference is welcome and diverse perspectives are sought out with intention.



Korn Ferry