DISCUSSION

How do you see inclusion + belonging connected?
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How do you foster greater inclusion and belonging?
See inclusion extend beyond representation
Avoid only asking for input because “it is required” or only because someone represents their social group.

Move away from homogeny or “fit”
Welcome each person’s unique experiences, stories, and input. Value social identities while engaging the whole individual. Consider how the organization shifts.

Recognize but do not tokenize
Colorblind approaches can be problematic. Watch for stereotypes, biases, and generalization. Address equity in pay, hiring, and support.

Practice care and empathy
Use emotional intelligence in seeing beyond the obvious. Consider how wellbeing programs and heritage observations are included.

Create safe, supportive environments
Assess what safety looks like, while not resting on minoritized employees. Incorporate identity and culture in the environment. Set inclusion expectations. Encourage risk taking.

Assess belonging
Be able to have self-awareness and understand what you might not understand. Know where your organization is tracking in terms of engagement.

Ensure broader, organizational support
Encourage “speaking up” when people see something not inclusive and be responsive to employees’ concerns. Create access to mentors.

Build relationships
Create a practice of learning and being curious. Form constructive, reciprocal relationships built on trust.
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<td>How do you form groups where a person’s expertise is valued in addition to their cultural knowledge?</td>
<td>Are you assessing your practices for participation and opportunity? Who participates or gets promoted for leadership? Do you know how to ask questions about a person’s cultural experience?</td>
<td>How is inclusion made and understood as a work culture expectation? How are heritages and cultures celebrated and recognized? How is trying new things incentivized?</td>
<td>How do you avoid initially “downplaying” someone’s experience with bias or discrimination? Are you familiar with policies and compliance and bias reporting?</td>
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<td>Why might “fit” be problematic? Can we rethink how “we have always done it?” How do we know if our practices are more helpful than harmful?</td>
<td>How might a person’s response to a situation be a larger, systemic issue of the organization? How well do we know each other and what we experience?</td>
<td>Do we have a sense of the current climate? How well do I connect across differences and how do I leave those interactions? Is there something I am missing in my delivery or communication?</td>
<td>Where can employees provide feedback and input? How is engagement reciprocal without repercussion?</td>
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