

DISCUSSION

**How do you see
inclusion + belonging
connected?**

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**

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How do you foster greater inclusion and belonging?

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See inclusion extend beyond representation

Avoid only asking for input because “it is required” or only because someone represents their social group.

Recognize but do not tokenize

Colorblind approaches can be problematic. Watch for stereotypes, biases, and generalization. Address equity in pay, hiring, and support.

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.

Ensure broader, organizational support

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

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.

Practice care and empathy

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

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.

Build relationships

Create a practice of learning and being curious. Form constructive, reciprocal relationships built on trust.

See inclusion extend beyond representation

How do you form groups where a person's expertise is valued in addition to their cultural knowledge?

Recognize but do not tokenize

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?

Create safe, supportive environments

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?

Ensure broader, organizational support

How do you avoid initially "downplaying" someone's experience with bias or discrimination? Are you familiar with policies and compliance and bias reporting?

Move away from homogeneity or "fit"

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?

Practice care and empathy

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?

Assess belonging

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?

Build relationships

Where can employees provide feedback and input? How is engagement reciprocal without repercussion?