

# DIVERSITY AND INCLUSION



Diversity and inclusion has never been a more important subject than it is today – creating a culture that embraces these values prevents discrimination, encourages ideas and creates an environment in which all employees can fulfil their potential and maximise their contribution.

## What you need to know...

### What is Diversity and Inclusion?

**Diversity** refers to differences to distinguish between groups and people

**Inclusion** is the degree to which all individuals are valued, respected and actively involved

*Diversity is a fact; Inclusion is a choice!*

**Diversity** is about more than the protected characteristics. It covers many different aspects of a person's make up.

This is about how it feels to work in your company – it impacts on the culture.



## Key facts about Diversity

- Companies with higher diversity benefit from higher performance
- Communication is key – ask questions over making assumptions
- Inclusive practice is taking action
- Diversity and inclusion is everyone’s responsibility within an organisation
- This diversity wheel shows internal and external dimensions - what all the segments have in common is they can trigger something called unconscious bias

## What you need to do...

- Acknowledge differences – in qualifications; different routes to achieving the equivalent skills or experience
- Offer explicit D&I training and Bias training for everyone as a core value in the organisation
- Provide mentors to help guide appropriate behaviours
- Let people ‘Learn by Doing’ to be fair to those who learn by different methods
- Ask Questions
- Value all diversity
- Build senior commitment to inclusion – this is where the business expectations are set and senior managers should be exemplars
- Evaluate your policies and procedures – are there any unintended consequences to anyone because of these?
- When writing new policies and procedures, ensure inclusion is at the forefront of your mind
- Give line managers responsibility – prepare them to become diversity and inclusion champions by developing their capability, working on their unconscious bias and ensuring they work to avoid the default of “people like us”
- Give employees responsibility – involve all employees in inclusion and advocate inclusion for everyone – be respectful and value opinions even when they differ. Encourage employees to speak up when they see something that isn’t inclusive

*if you’d like to know more call 747559 and let’s chat!*