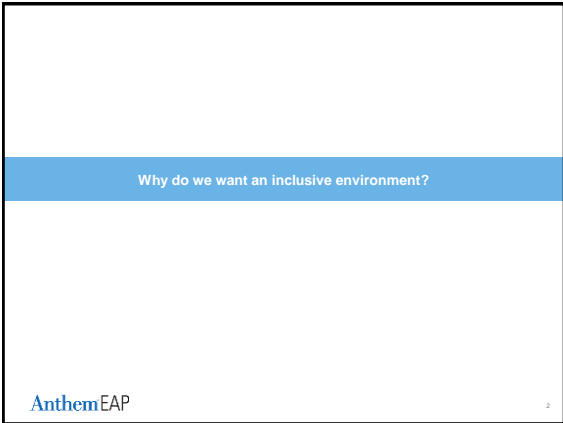




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Components of an Inclusive Environment

- Individuals are treated with dignity and respect
- Valued for their similarities and differences
- A conscious effort must be made to respect and listen to everyone
- Each person is an essential part of the organization



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What does an inclusive environment mean to you?

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What Makes You Feel Included

- When you are invited to participate in meetings?
- When coworkers involve you in their activities?
- When employees understand your personal interests, religion, and beliefs?
- When personal matters such as health concerns or child concerns are acknowledged?
- Strong Positive Communication



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How To Create an Inclusive Environment

- Get involved with extracurricular activities
- Be friendly and remember how important manners can be
- Leave something visual or interesting on your desk
- Listen to what others have to say before expressing your viewpoint.
 - Never speak over, butt in, or cut off another person
- Consider others viewpoints
- Choose topics, venues, events where everyone will feel included
- Sign up to lead something in the office
- Educate but never put down!
- Smile!

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Tolerance Vs. Acceptance

TOLERANCE	ACCEPTANCE
Separateness and ignorance	Celebrates differences
Two sides endure each others presence	Fosters understanding and togetherness
Misunderstanding as to why people are the way they are	There are no boundaries, just different ways of approaching the same problem

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Inclusion Outside of the Workplace

- Explore the world
 - Try different cuisines, other forms of entertainment, different cultures
- Invite colleagues to dinner, concerts, movie
- Set up events where everyone is invited
- Embrace others despite their differences
- Look for ways to learn from others
- Don't be afraid to branch out!



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Case Studies

Abercrombie & Fitch

- Paid \$50 million to settle a lawsuit accusing the company of race discrimination

IBM

- Pioneered the concept of inclusion in the workplace

Starbucks

- Diversity = Inclusion + Equity + Accessibility

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Everyday Situations

What are you doing for Christmas?

What are your kids doing for the summer?

When picking a restaurant for a business lunch, what restaurant should you pick?



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Questions?

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