DiversiPro
The Diversity Professionals

CREATING INCLUSIVE WORKPLACES

QUESTIONS TO CONSIDER AND TIPS TO GET YOU STARTED

INTRODUCTION

Despite having a diverse workforce, creating an inclusive environment which values that diversity, can be a challenge. An organization with an inclusive workplace not only leverages the diversity of its employees, it is actively involved in its community and works collaboratively across cultures.

HAVE A PLAN

Do you know how to ensure that the right talent is in the right job at the right time in order to achieve your business strategy in the short, medium, and long term?
Do you know how to attract the best talent from all the different groups in the contemporary labour force?

ASSESS SKILLS

Do your employees have the intercultural skill-set needed to interact effectively with a diverse customer base?
Do you know how to develop the managerial and interpersonal skills your workforce needs to work effectively across differences?

DEVELOP LEADERSHIP SKILLS

Have your managers received training in people management skills?
Does that training include examples and situations where managers can practice working across differences?
Have you assessed your managers' levels of intercultural competence?

CREATE A SUPPORTIVE CLIMATE

How comfortable are your people with disagreements in team meetings?
How often do people speak up against the majority opinion?
A climate for D&I requires that organizational members become comfortable with sharing different viewpoints and learn not to be defensive in the face of differences of opinion.

INCLUSIVE LEADERSHIP

Leaders play a crucial role in creating an inclusive workplace.

An inclusive leader recognizes each team member has a valuable contribution to make to the organization.

An inclusive leader deliberately works to build a high-quality relationship with every member of the team.

An inclusive leader creates a norm of openness and learning.

An inclusive leader fosters an environment in which members feel safe to disagree with majority opinions.

Research shows that groups which take dissenting viewpoints seriously and discuss differences of opinion thoroughly, generate higher-quality decisions and solutions to problems.

DiversiPro
The Diversity Professionals