Reimagining Diversity in the Workplace: How Others are Creating Welcoming and Inclusive Spaces

December 6, 2022
<table>
<thead>
<tr>
<th><strong>OBSERVATIONS</strong></th>
<th><strong>RECOMMENDATIONS</strong></th>
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<tr>
<td>The highest “<strong>most comfortable</strong>” categories were gender, age, and sexual orientation.</td>
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<td>Consider the Implicit Association Test (IAT) to assess bias with gender, age and sexual orientation.</td>
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<td>The highest “<strong>least comfortable</strong>” categories were political views, working style, spiritual, religion and communication style.</td>
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<td>Communicate the history, mission, vision and goals of your Agency.</td>
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<td>The lowest “<strong>most comfortable</strong>” categories were National Origin, Military Experience, Cognitive Style, Appearance, Language and Geographic Location.</td>
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<td>Explore the implicit biases associated with the lowest categories</td>
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<td>The lowest “<strong>least comfortable</strong>” categories were Marital/Relationship Status and Parental/Family Status.</td>
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<td>Offer the Intercultural Development Inventory (IDI) to assess individual and group cultural competence</td>
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Ways to Create Welcoming Spaces

HEAD (intellectual buy-in)

HANDS (behavioural effort)

HEART (emotional buy-in)
How to Create an Inclusive Workplace

• Acknowledge achievements
• Encourage collaboration
• Listen to others’ viewpoints
• Respect other’s experiences

• Care about the individual
• Develop a comfortable workspace
• Express gratitude
• Stay positive

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✓ Create a Culture of Respect

Respect is paramount in making employees feel welcomed and happy in the workplace. Established a policy against any forms of disrespect, harassment, discrimination, or gossip from or amongst your employees.

✓ Create a Culture of Security and Safety

Timothy Clark’s book, “The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation” is a framework for creating welcoming and inclusive spaces.

✓ Create a Culture of Excitement

A happy employee is a productive employee. Something as simple as keeping your employees informed on agency’s achievements or daily encouragements to set the tone for a good workday.

✓ Create a Culture of Integrity

Be genuine, honest, kind, upfront, and accessible to employees. Do what you say you’re going to do and say what you mean 100% of the time. Expect the same level of integrity from employees.

✓ Create a Culture of Communication

Inform employees of changes, updates and acknowledgements. Ambiguity and uncertainty may create anxiety in employees. Customize communications for different audiences.
BREAKOUT CONVERSATION

Core Values & The Sense of Welcome
VALUING THE LIVED EXPERIENCE
QUESTIONS
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“Uncovering Inherent Strengths for Sustained Growth”

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