

Framework 5: Checklist for Creating an Inclusive Culture

OBJECTIVE

Create an inclusive culture.

KEY OUTCOME/USES

A culture that allows for all voices to be heard. One that embraces and promotes gender diversity.

WHY IT MATTERS

Creating a diverse workforce by increasing access to your organisation by all genders (amongst other diversity factors) isn't enough. You must also have an inclusive culture in order to retain and benefit from that diversity.

REFERENCE BACK TO MAIN SECTION

Culture in Practice

FRAMEWORK

1. Define what having an inclusive culture means to you as an organisation, and how it will allow you to achieve your vision, goals, and objectives.
2. Co-develop shared language for talking about gender diversity and inclusion with the people within your organisation and make sure everyone - from senior learners to junior staff - understand it (e.g. it's about valuing differences and making sure everyone's voices are being heard, and opinions considered. An environment where people feel empowered to bring their full selves to work.). This can be achieved through communications, formal training, etc.
3. Evaluate your current culture via meetings, anonymous tools, etc. and understand your current employee experience, before you start making changes. Look at daily interactions, not just big gestures. Employee surveys and focus groups candrill down on engagement and inclusion issues. Conduct a comprehensive assessment of your organisation's demographics and people processes to develop specific strategies to promote inclusiveness - recruitment to retention x engagement surveys.
4. Identify gaps, or issues. Link these gaps back to a business case for fixing them - how can it lead to better outcomes?



FRAMEWORK

5. Consider what could help in creating the culture you want - and establish strategies and metrics.
6. Test, get feedback, learn, and apply - Cultivating inclusion is an evolving process with constantly moving targets." You're never done." A company's goals and tactics must evolve along with the needs of current and potential talent.

Example of strategies that might help, depending on the identified gaps within your context:

- Gender or inclusion committee. Ensure there are people from all parts of the organisation.
- Provide a safe space for people to voice their concerns.
- A meditation or prayer room.
- Mother's room for pregnant or lactating women.
- Determine the moments of truth in the workplace where any individual can impact diversity and inclusion: meetings (meeting times and locations, meeting prep, create a productive space)