

Key steps to building an inclusive culture

October 2023



What does
inclusion mean
to you?

Cambridge Dictionary's official definition for inclusion is:

“The act of including someone or something as part of a group, list, etc., or a person or thing that is included.”

Step one...Trust

The Trust Equation

Credibility

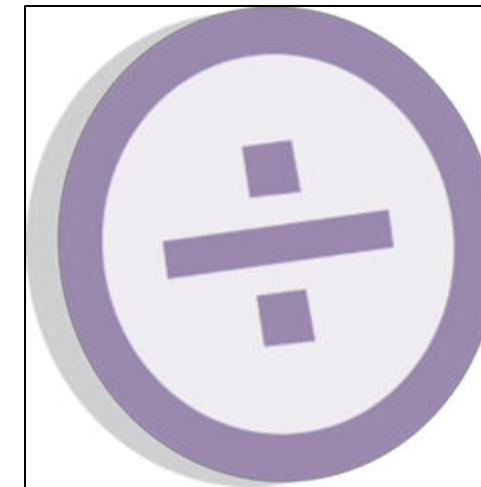
Your words and how believable you are

Reliability

Your actions and how much people can depend on you

Intimacy

Your emotions and how safe people feel sharing information with you



Self Orientation

Your motives and how you focus on others rather than yourself

Step two...Education

Listen

- Active listening
- Observation
- Actioning

Learn

- Research
- Curiosity
- Connections

Lean In

- Influence
- Honest advice
- Tracking

Step three...Allyship

What type of allies can we be?

Sponsor

Champion

Amplifier

Advocate

Active-bystander

Knowledge seeker

Confidant

Using the workbook, spend 10 min in small groups, to discuss the type of ally you believe you are and why

BUILDING A CULTURE OF INCLUSIVITY

Effective internal
communication
for diversity,
equity and
inclusion

Priya Bates &
Advita Patel



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