

# DISCUSSION GUIDE: INCLUSION

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## INCLUSION

If diversity is the mix, inclusion is getting the mix to work well together when differences are valued and respected. An organization can be diverse without being inclusive because inclusion is not a natural consequence of a diverse team. Inclusion stems from embracing the belief that all people have value and the right to belong and requires intentionality with how we interact and communicate with each other.

## DISCOVER

Watch this [video](#) to spark your own reflections on when you do not feel included or have to work hard to fit in and when you feel the greatest sense of belonging.

## DO

Identify one suggestion to make your work group more inclusive. Consider:

- Holidays, events and gatherings that are celebrated and who might be excluded.
- Messages in emails, newsletters and other office communications that may unintentionally alienate someone.
- Physical aspects of the workplace environment (e.g. artwork, signage, how workspaces are arranged, etc.) that might be not be welcoming for everyone.

## DISCUSS

- When have you felt not included or had to put forth effort to fit in? When do you most feel valued, respected and included?
- Reflect on a recent meeting. How inclusive did it feel for you? How inclusive do you believe it felt for others? What are factors that may have contributed to or hindered the feeling of inclusion for yourself and others?
- What ideas did you come up with to make our workplace and interactions more inclusive? What are some things we can all hold ourselves accountable for doing?