

A photograph of a woman from behind, with her hand raised in a workshop or meeting. She has her hair in a bun and is wearing a light-colored shirt. The background is blurred, showing other people in a room.

Diversity
Partners

Creating Inclusive Cultures

INCLUSION IN ACTION WORKSHOP FOR TEAM MEMBERS

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This is a time of unprecedented diversity in organisations, with team members increasingly working alongside colleagues from different generations, genders, and cultural backgrounds. Building an inclusive team culture that harnesses these differences takes a proactive focus from all of us.

Team members have an important role to play in building inclusive workplaces. It's not just up to leaders.

This workshop is an opportunity to learn about the practices that help build inclusive team cultures. These practices also strengthen interactions with customers and help people design solutions, services and products that meet the needs of diverse customers and communities.

x10 Workers in inclusive teams are ten times more likely to be **very satisfied** than workers in non-inclusive teams.



Diversity Council of Australia, Inclusion@Work Index

x9.5 Inclusive teams are 9.5 times more likely to be **innovative** than non-inclusive teams.



In the workshop, team members learn about unconscious biases and microaggressions that negatively impact people's experience of inclusion and team performance. We focus on intersectionality so everyone understands the multiple and intersecting forms of disadvantage that some face in the workplace, and actions we can take to address them.

The workshop explores ways we can **respect differences + find and amplify commonalities**. This focus on shared goals, values and routines is a key part of crafting a sense of belonging in diverse teams. Fostering diversity without getting lost in difference is the goal.

LEARNING OBJECTIVES

This workshop helps team members to:

- Recognise the importance of an inclusive team culture
- Understand barriers that get in the way of diversity and inclusion
- Identify and implement actions that value and leverage diversity in all its forms
- Choose team behavioural patterns that increase inclusion
- Reinforce the team's shared goals, values and routines.

FOUR AREAS OF FOCUS

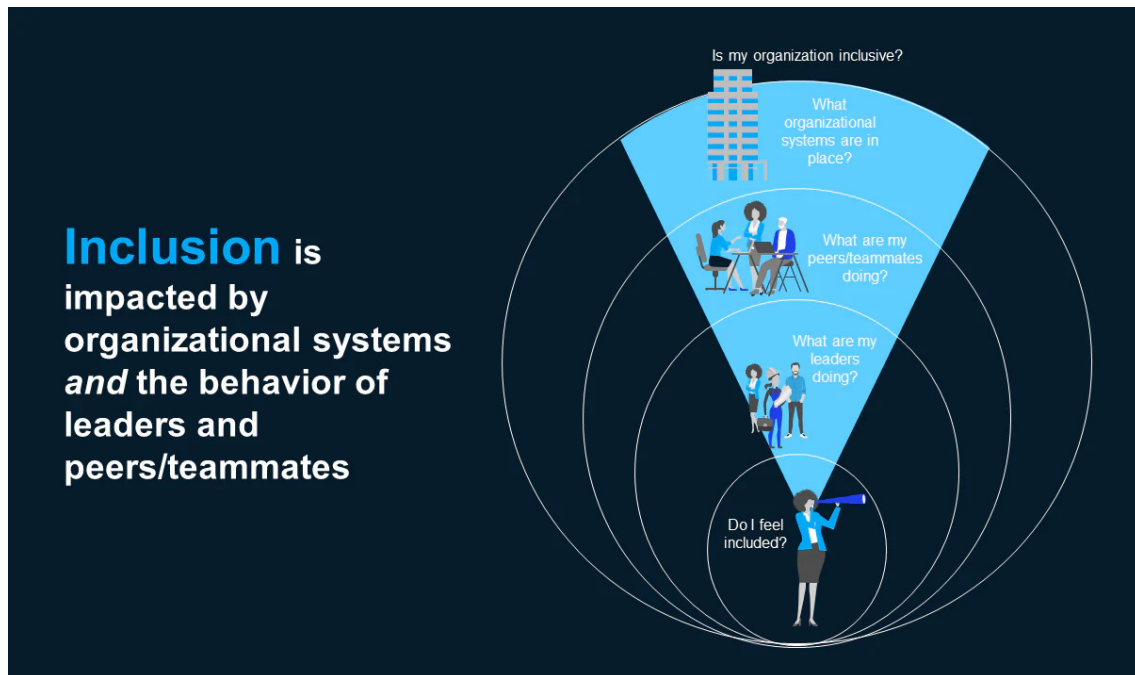
1. What does a focus on diversity and inclusion mean? What are the different demographic identities and thinking approaches to consider in our workplace today?
2. How do unconscious biases and subtle acts of exclusion inhibit inclusive working environments?
3. What are the shared goals, values and routines that bind us as a team? What strengths can we build on?
4. What actions can we take to respect differences and be actively inclusive - in team meetings, and in day-to-day interactions - with colleagues and customers?

APPROACH

The workshop is 90 minutes and can be facilitated online or in person.

We take an interactive conversational approach to learning.

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Graphic source: 'How people—not just policies—make or break inclusive workplaces', McKinsey & Company, 29 March 2021

ABOUT DIVERSITY PARTNERS

- A leading Australian consulting firm specialising in creating diversity and inclusion progress in organisations in Australia and New Zealand
- Engaged by more than 600 organisations
- A team of senior specialists with extensive experience in leading diversity and inclusion efforts in organisations and facilitating education programs across the public, private and for-purpose sectors.
- Offers a suite of solutions including diversity and inclusion diagnostics, strategic frameworks, leadership education, coaching, mentoring programs, and implementation support.

Contact us to find out more at:

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'Cover-More engaged Diversity Partners to assist with rolling out Inclusive Behaviours training for our employees. From the initial enquiry, to working collaboratively on workshop content and the logistics of delivering to our global teams, to their engaging facilitation of the workshops, Diversity Partners has been the perfect partner for Cover-More on this project. I can't thank the team at Diversity Partners enough for their commitment and involvement in this important project for our business.'

Alice Badger, Senior HR Business Partner, Cover-More

'When we consistently practice inclusive behaviours, teams get the benefits of diverse thinking approaches and backgrounds. That means more innovation, better decision making, and better performance.'

Dr Katie Spearritt, CEO, Diversity Partners