

Your journey to Conscious Inclusion

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We as a society, can be quick to judge...

“Everyone is somebody’s else’s weirdo”

– Scott Adams (Dilbert Creator)

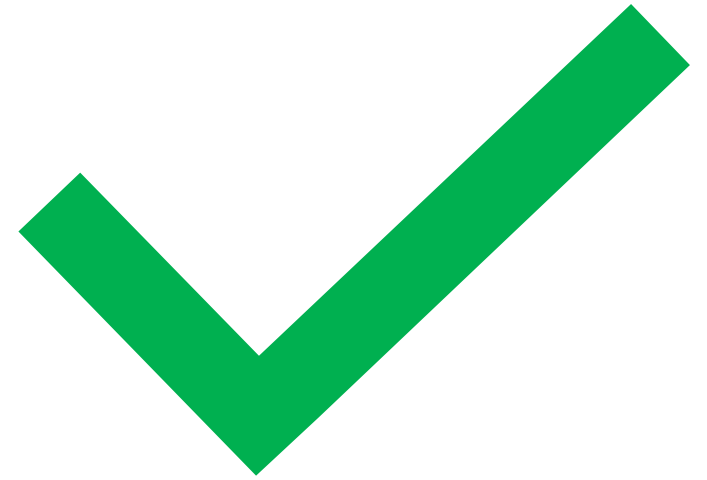


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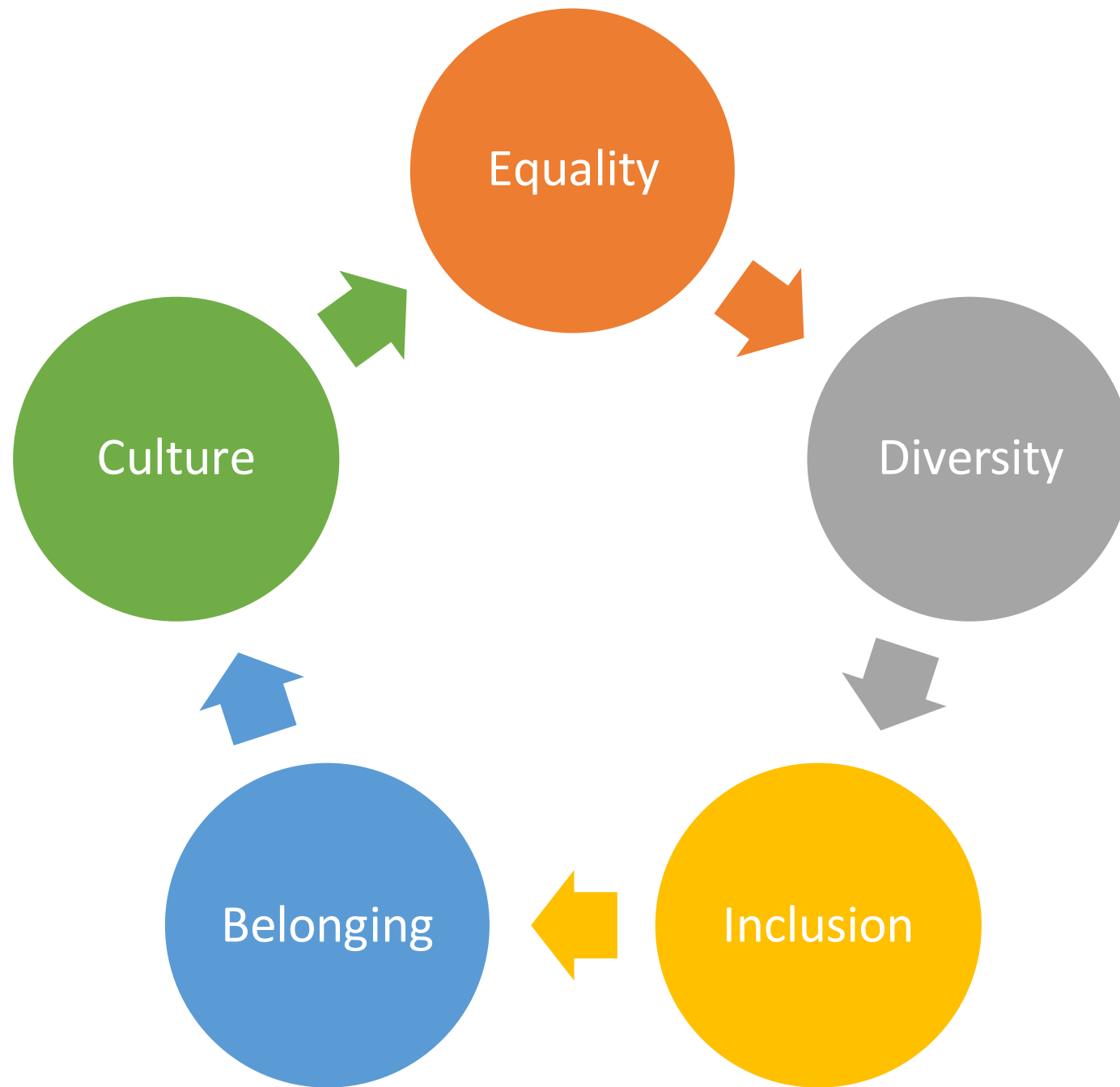
The “Why of Inclusion” and the RELEVANCE to You

More business
Better business



Agenda

- What is Inclusion & Exclusion
- Vision and Goals
- Moving our thinking on
- Metrics and Measurements
- What can we do now?
- Wrap up and summary



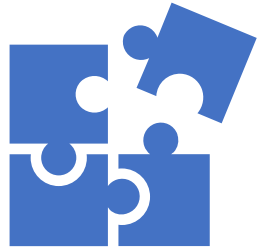
Exclude: those perceived as different are treated as outsiders with little value.

Tolerate: people who are different may be included, but not welcomed.

Accept: recognition that people who are different can contribute valuable knowledge, skills and insight.

Embrace: engage and celebrate diversity to achieve innovation and high productivity.

CONTINUUM OF INCLUSION



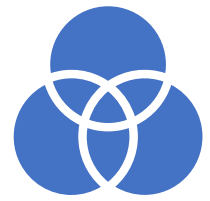
What does Inclusion Mean?

It's all about
how you make people feel
how you treat them



The act of inclusion is
Holistic, Active and Deliberate

It is **NOT** passive or incidental



Intersectionality

Interlocking systems of oppression

Privilege + Prejudice = ...ism/phobia

Check your privilege!

If you don't have to think about it, it's a privilege...

- Are you?

- ☐ WHITE
- ☐ MALE
- ☐ CISGENDER
- ☐ HETEROSEXUAL
- ☐ ABLE-BODIED
- ☐ CLASS
- ☐ CHRISTIAN



- Privilege

The unearned access to social power or opportunity based on membership of dominant social group.



PRIVILEGE



"What's the matter?
It's the same distance!"

A cartoon illustration of a woman with brown hair and glasses, wearing a pink shirt. She is pointing her right index finger upwards. Above her head is a large thought bubble containing the text 'HAVE A THINK!'.

HAVE A THINK!

- Reflect on our own advantages and privileges!
- Do we walk in the shoes of others?

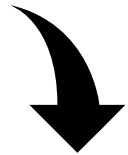
Unconscious Exclusion



Conscious Exclusion



Conscious Inclusion



Unconscious Inclusion



Inclusive Leadership

What does that
look and feel like?



HAVE A THINK!

- Think about a good leader?
- What are the attributes you admire?
- How would you like to be treated?



Voice

Who isn't represented
around the table



Do we listen?

Is there room for
different ideas



Motivation

How are we valued
and rewarded?



Can we bring our
whole selves to work?

A cartoon illustration of a woman with brown hair and glasses, looking thoughtful with her hand on her chin. A thought bubble above her head contains the text 'HAVE A THINK!'.

HAVE A THINK!

- Is it easy to share?
- What the barriers you would personally face
- How do create a culture that is open

 Driving change

Employee Engagement



HAVE A THINK!

What is your Inclusion vision

- Is it aligned with business objectives?
- Is it communicated and understood?
- Does it have buy in?

 Tracking change

Metrics & Measurement

Measures

Inclusion Practical Steps

Measures to drive change through leaders, managers and HR

- Leadership
- Recruitment
- Retention
- Progression

Measures

Leadership

1. Diverse direct reports at all levels
2. Leaders have strategic D&I KPIs in their objectives
3. Leaders have inclusive behaviour defined as a required competency
4. Leaders are active and visible D&I advocates and role models

Measures

Leadership

Recruitment

1. Diverse applicants at each stage of recruitment process.
2. Interviewers have been trained in Inclusive recruitment methods and bias awareness
3. Interview panels are diverse
4. Advertised roles are inclusive by design, specification and absence of bias

Measures

Leadership

Recruitment

Retention

1. Metrics of joiners compared to leavers, by diversity characteristics
2. Employees indicate a positive experience, by diversity characteristic
3. Meaningful number of approvals of flexible working requests
4. Low incidents of bullying and harassment grievance cases reported and upheld.

Measures

Leadership

Recruitment

Retention

Progression

1. Employees progress via grade change, out-of-cycle pay increase or significant responsibility increase across diversity characteristics
2. Roles are filled internally rather than externally across diversity characteristics.
3. Diversity characteristics take up training and development opportunities



HAVE A THINK!

- What are the ways that your organisation can implement these measurements?
- What does “good” like to you?
- How to achieve these goals or more importantly where the challenges lie.



See Change Happen

Inclusion Nudges

3 types of Inclusion nudge

Feel the Need

Change behaviour by making the brain's unconscious system feel the need for change

Process

Make more objective, less biased, more inclusive decisions by altering organisational processes

Framing

Perceive words and issues differently by altering the frame of the thought process

Feel the need

The '*Feel the Need*' Inclusion Nudges are interventions designed to motivate behavioural change for inclusion. The purpose is to make the unconscious mind 'feel the need' rather than making the rational mind understand.

These interventions builds on the principle 'show – don't tell'.

Utilise Imagery and Photos - Create 'Implicit Association'

Process

The 'Process' Inclusion Nudges are interventions designed to make it easy for people to do inclusiveness as the default and the norm.

The purpose is to redesign systems and processes to be inclusive and make people act inclusive as a part of an already existing process.

Bin the CVs / Anonymity / Enforce Objectivity / Interrupt Traditional Methods

Framing

The 'Framing' Inclusion Nudges are interventions designed to frame specific perceptions that foster inclusion, diversity, equality, gender parity, reduce discrimination, mitigate unconscious bias and other related issues.

Use "Why Not" Questions / Start with the Alternate
Start with a "Yes"



HAVE A THINK!

How can your organisation 'Nudge' to be more inclusive?

Think about ways to;

- Feel the Need
- Change the Process
- Change the Framing

 Remember that inclusion is...

- ✓ the right thing to do
- ✓ a competitive advantage
- ✓ holistic, active and deliberate



Thank you...

I really appreciate you taking the time to attend the session that I delivered. I am sure you will have a number of thoughts and questions that you might like to follow up on.

Let's continue the conversation and see how I can help you achieve your own goals or overcome the challenges of *Conscious Inclusion* within your organisation.

Please connect with me on [LinkedIn](#), follow me on [Twitter](#) or drop me an [email](#)... We can discuss starting with an engagement survey!

Joanne



...because the world isn't only black and white

Joanne Lockwood

Inclusion & Belonging Specialist | Professional

Speaker

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