
Conscious Inclusion

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You will find value in this session if:

- You want to form high-performing teams
- You want to retain talent in your organization
- You are genuinely curious about how others experience the workplace
- You are leading a multi-generational team
- You believe empathy and compassion belong in the workplace

SESSION OBJECTIVES

- **Understand** what conscious inclusion is
- **Acquire** tools to identify and interrupt unconscious bias
- **Develop** a personal action plan to practice conscious inclusion
- **Commit** to continuous learning

Who is responsible for practicing conscious inclusion in the workplace?



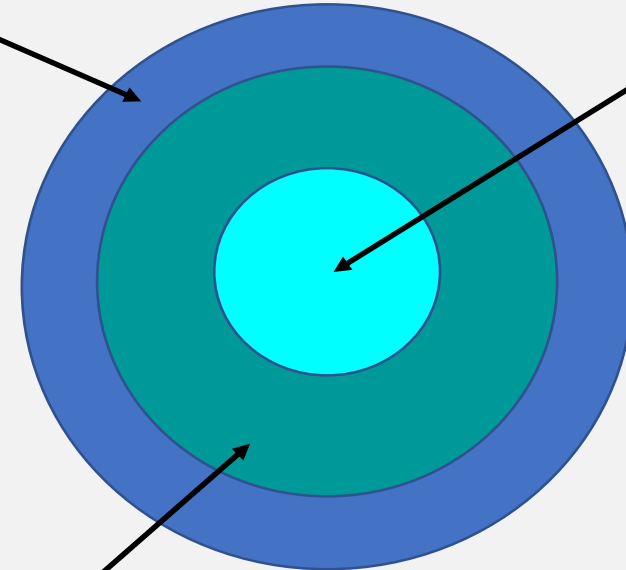
How do we acquire our views of the world?



Circle of Trust

Level 1 trust- New people you are getting to know. Acquaintance. May make their way to deeper trust eventually.

Level 3 Circle of trust. My trusted few. Those you trust the most.



Level 2 trust- People that you have moved beyond knowing their name. More trust. Possibly on their way to the circle of trust.

Circle of Trust

- Who is in your circle of trust?



Conscious Inclusion at Work

Assembling work teams



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Assembling work teams

Assigning high-visibility work



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Assembling work teams

Assigning high-visibility work

In a hybrid environment



Conscious Inclusion at Work

Assembling work teams

Assigning high-visibility work

In a hybrid environment

Throughout the talent acquisition process

A blurred photograph of several people walking in a modern office or hallway. The image is framed by a dark blue border. The background is bright and out of focus, showing large windows and a polished floor.

Conscious Inclusion at Work

Assembling work teams

Assigning high-visibility work

In a hybrid environment

Throughout the talent acquisition process

During performance review time



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Throughout talent acquisition activities

During performance review time

Flexible benefits offerings



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Compassionate career transitions

A tool for providing more inclusive feedback

Team Member	Specific feedback	How does the feedback link to soft or hard skills that will help achieve business outcomes?	What steps can this team member take to grow and develop?

Source: [Deliver More Inclusive Feedback](#). Catalyst, Workplaces That Work for Women. Catalyst.org.

Bias or discrimination?

- Age
- Ancestry
- Color
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital/Family Status
- Mental or Physical Disability
- National Origin
- Pregnancy
- Race
- Religion
- Serious Medical Condition
- Sexual Orientation
- U.S. Military Veteran's Status



Personal commitment and action plan

- One action I will take today to practice inclusion at work is



Awareness is a journey, not a destination



Connect with me!

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