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

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

- Who is in your circle of trust?
Conscious Inclusion at Work

Assembling work teams
Conscious Inclusion at Work

Assembling work teams

Assigning high-visibility work
Conscious Inclusion at Work

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
Conscious Inclusion at Work

Assembling work teams
Assigning high-visibility work
In a hybrid environment
Throughout the talent acquisition process
During performance review time
Conscious Inclusion at Work

Assembling work teams
Assigning high-visibility work
In a hybrid environment
Throughout talent acquisition activities
During performance review time
Flexible benefits offerings
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Assembling work teams
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Compassionate career transitions
A tool for providing more inclusive feedback

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