Inclusivity in the workplace

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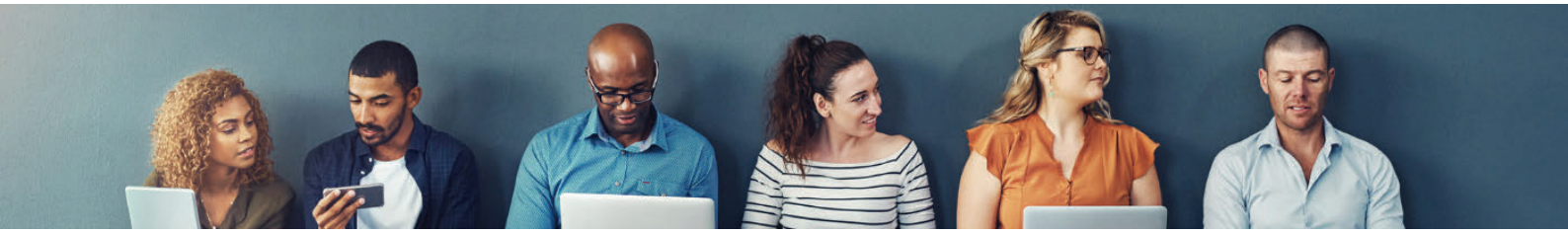
Understanding inclusivity

Inclusivity involves creating an environment where all employees feel valued and included, regardless of their background or identity. It's essential for fostering diverse perspectives, driving innovation, and improving employee satisfaction.



Key strategies for inclusivity

Implementing diverse hiring practices is crucial. This means having unbiased recruitment processes to attract a wide range of talent. Supporting Employee Resource Groups (ERGs) can also make a significant difference. These groups cater to different demographics within the company, such as women, LGBTQ+ employees, and people with disabilities. Regular inclusivity and sensitivity training sessions for all employees help build a more inclusive culture. Additionally, ensuring that company policies are inclusive, such as offering flexible working hours and strong anti-discrimination policies, supports all employees effectively.

Diversity and inclusion

Diversity and inclusion in the workplace bring a myriad of benefits that enhance overall business performance. By fostering a diverse workforce, companies can drive innovation, as employees with different backgrounds bring unique perspectives and ideas. This variety of viewpoints can lead to creative solutions and new opportunities.



Moreover, inclusive workplaces tend to have higher employee satisfaction and retention rates. When employees feel valued and included, they are more engaged and committed to their work, which reduces turnover and absenteeism. This positive environment also enhances the company's reputation, making it an attractive place for top talent and increasing the potential for competitive advantage.

Financial performance also benefits from diversity and inclusion. Research indicates that companies with diverse teams are more likely to outperform their less diverse counterparts. These organisations can better understand and meet the needs of a diverse customer base, leading to increased market share and profitability.

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Digital tips for inclusivity



Motivation

The best talent wants to work for companies that care about diversity and inclusion. Make sure your D&I words are not just compelling but are based on actual practices that can deliver this.



Disclosure

Create an atmosphere where staff feel comfortable telling you about their impairments. You may find you have more staff who would benefit from additional support than you think.



Reputation

Make sure your website's key talent user journey (homepage, about us, values, vacancies) is as accessible as what you say in it. Check how your reputation for accessibility compares with your competition for talent.



Recruitment

Make sure people can apply to work for you in an accessible way. Ensure your selection and interview process takes people's access needs and preferences into account.



Adjustment

Consider workplace adjustments across digital, built-environment or work from home, hours, and performance targets. Work collaboratively with your new hire to get the best outcome for them and you.



Onboarding

Ensure your hire's familiarisation with your work environment before their starting date, and consider providing a 'support buddy' when they arrive. Make sure mandatory eLearning is accessible.



Tools

Ensure proof of accessibility is required in the procurement of digital tools, and provide alternatives for getting tasks done if a tool isn't accessible to all. Retain accessibility when customising tools for your workplace, and train staff to use them well.



Communications

Ensure your video conferencing and Intranet are accessible. Train people in accessible meeting etiquette and creating accessible content to support the needs of all.



Support

Provide personal support via disability support networks. Ensure IT support desks understand assistive technologies provided as workplace adjustments.



Progression & exit

The right support, tools, and environment will enable people with disabilities to thrive and grow their career with you. Get this right, and even after they leave, they'll still say great things about you to help you recruit the next generation of talented staff.