3 Requirements for a Culture and Inclusive Culture

BY ELLA WASHINGTON AND CAMILLE PATRICK

For decades, companies have put intentional effort into hiring and promoting on the basis of diversity characteristics, perspectives, opinions, family composition, education level or tenure. But in the pursuit of diversity, the idea that inclusion is something more than hiring people with different characteristics has been overlooked. In recent years, however, the impact of inclusion on organizational performance has brought diversity and inclusion to the forefront of workplace dialogue.

Diversity and inclusion are not synonymous. Diversity requires distinct acknowledgement and understanding. Diversity is the variety of human differences, including but not limited to race, ethnicity, gender, religion, age, sexual orientation, and physical or mental abilities. Inclusion is a way to work with diversity, where everyone feels respected, appreciated and valued.

Diversity and inclusion are very different things. Inclusion requires a much more nuanced approach.

The 3 Requirements

Gallup's research finds that there are three requirements that must be present in each of the strategies.

1. Employees are treated with respect.

employees in inclusive environments feel appreciated for their unique characteristics and therefore are more comfortable sharing their ideas and other aspects of their true and authentic selves.

Inclusion refers to a cultural and environmental feeling of any one demographic feel welcomed.

Inclusion requires a much more nuanced approach.

2. Employees feel their participation, foster innovation, and lead to business growth won't happen.

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Inclusive organizations engage in open communication, creating trust and accountability.

The Efficacy of Both

One Gallup study found that pairing, using analytics and advice.

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