

“ No culture can live if it attempts to be exclusive.

Mahatma Gandhi



The Inclusive Workplace Mindset

EMPLOYER
LEARNING
RESOURCE

THE INCLUSIVE MINDSET PLEDGE

- I will **CELEBRATE** other's work and acknowledge how differences add value to the team.
- I will make an effort to **UNDERSTAND** multiple viewpoints, to work with those who think, act and believe differently than me.
- I will **ACKNOWLEDGE** other's experience may be different than yours, but no less valid.
- I will **SAY SOMETHING** when I see unfair treatment or any person being excluded. I am as much at fault for standing by and doing nothing.

source: <https://www.lever.co>

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The Diversity Equity Inclusion Maturity Index

How does your organization rank?

How can we drive value from the diversity of our employees?

How can we further engage our diversity of employees to ensure they feel valued?

How do we support our diverse workforce?

What are the most immediate need for diversity and inclusion?

What do we have to do to stay out of trouble?

INACTIVE

Focused on risk mitigation. No DEI strategy. Basic understanding of diversity

REACTIVE

DEI strategy exists but not tied to strategic outcomes. Inconsistently implemented.

PROGRESSIVE

A clear awareness of DEI strategy. Doing what is expected and required.

PROACTIVE

Going beyond what is expected or required.

INCLUSIVE

Demonstrating global DEI best practices.

source: <https://www.inclusiveemployers.co.uk>

TOP TIPS FOR EMPLOYERS

- Be patient. Achieving an inclusive workforce takes time.
- Remember the bigger picture in everything you do.
- Focus on psychological safety.
- Create an environment where people will be encouraged to have courageous conversations around inclusion.
- Ensure people understand why this is important to the organization and to them individually.
- Be purposeful & strategic in your actions.

source: <https://www.osfi-bsif.gc.ca>

The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization that provides employers, HR recruiters and hiring managers with solutions, tools and resources they need to attract, hire, retain and develop qualified skilled newcomer talent.