Inclusive Workplaces Cohort

Inclusive Workplace Culture

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OUR MISSION

We are a cross-sector organization committed to strengthening the Minneapolis-St. Paul region's **civic infrastructure and collective capacity** to disrupt systems and influence market forces to **catalyze shared prosperity and advance an inclusive economy.**

Awareness. Action. Accountability.

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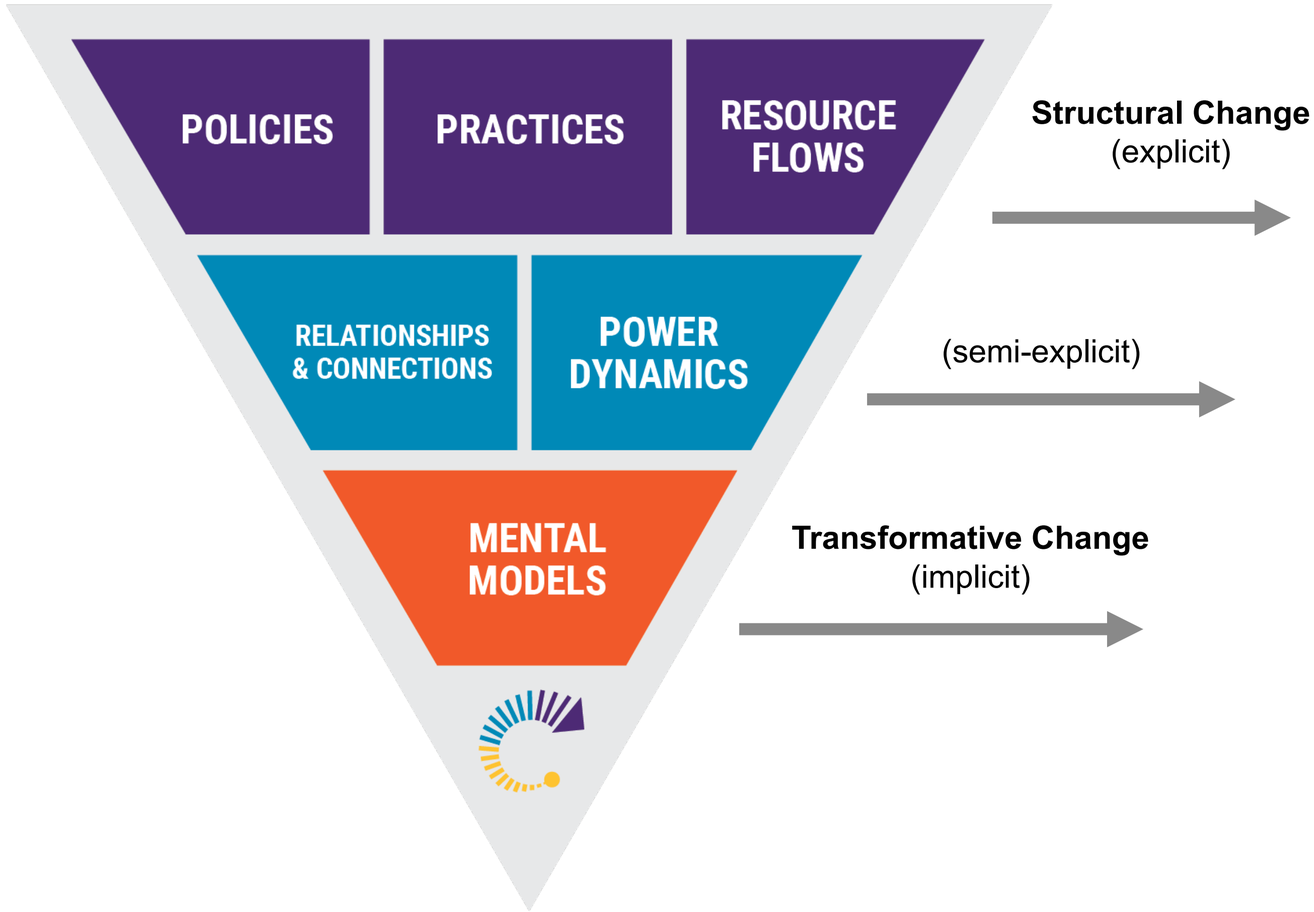
Conditions of System Change

Six Conditions of Systems Change



These conditions drive:

- racial equity
- inclusion and belonging
- improved economic performance

As measured by the Regional Economic Indicators

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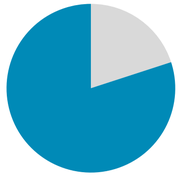
Employer actions are also failing

Nationally, employers' efforts for inclusivity are falling short

2/3 of leaders believe they're creating an inclusive, empowering environment…

1/3 of employees believe it.



20% of employees feel excluded…

2% The percentage of employees that leaders believe would experience exclusion.

Source: Accenture Getting to Equal 2020

If the gap in perceptions and experience of inclusion was closed by just 50%, U.S. corporations would

increase profits by $1.05 trillion.

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Creating an Inclusive Environment

What is Workplace Inclusion?

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Imagine being stuck in an elevator

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Creating an Inclusive Environment

“Inclusion can be invisible”

If you can’t measure it, you can’t change it

Diversity can be measured; Inclusion is tough to measure

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Creating an Inclusive Environment

What are the characteristics of an inclusive Workplace

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Exclusion Experiences

The majority of experiences of exclusion are attributed to people, not policies

- Leadership was listed as one of the sources on 58% of all experiences of exclusion
- Direct Managers were listed as one of the sources on 37% of all experiences of exclusion
- Peers were listed as one of the sources on 32% of all experiences of exclusion
- Company policies were listed as one of the sources on only 10% of all experiences of exclusion.
- Other sources such as reports, customers and HR, were all below 10%

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Creating an Inclusive Environment

Measuring Inclusion

- Conduct anonymous, interactive activities to learn about specific workplace experiences that have made employees feel excluded
- Look at disparities in experiences and disaggregate where possible
  - Roles, departments, geography
- What prompted the feelings of exclusion?
  - Compensation and benefits
  - Career opportunities
  - Access and participation
- Determine the source and address it immediately
  - Policy, leadership, direct managers, peers, customers, *etc.*

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Creating an Inclusive Environment

Break out sessions questions to explore

Within your place of business have you discussed the difference between diversity and inclusion as it relates to race?
What ways have you begun making more of an impact on organizational culture?
What needs have you identified within your organization to transform the culture?
Do you currently measure inclusion? If not, how might you start?

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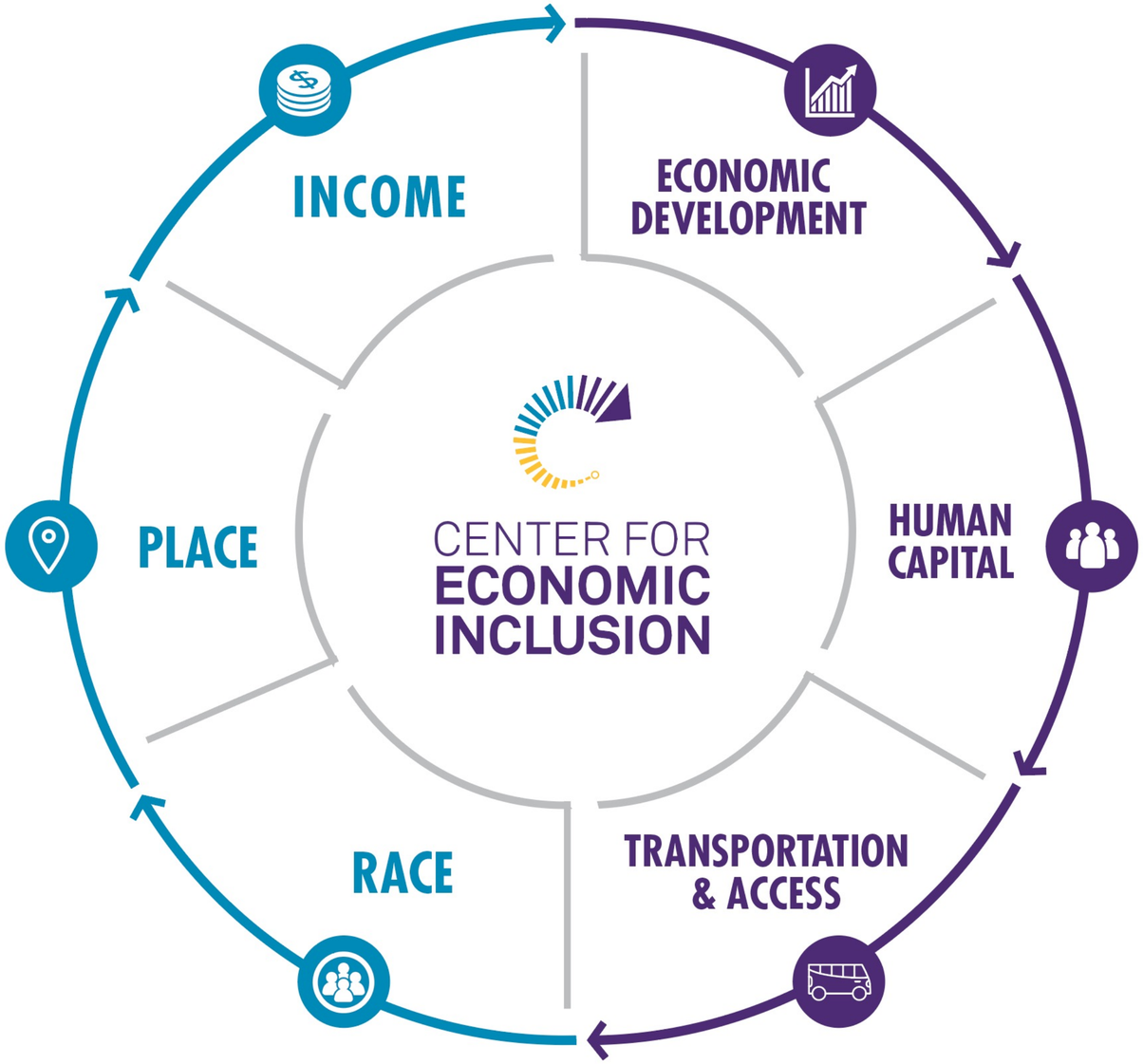
SOLUTIONS MUST:

- ✓ Center Black, Indigenous & People of Color, and Racial Equity
- ✓ Are Data Informed
- ✓ Are Market Responsive



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WHAT YOU CAN DO

Commit to the journey from being “not racist” to being anti-racist

1. Organize multi-sector partnerships.
2. Interrogate your approach, values, and actions.
3. Share power, address power extraction, exclusion .
4. Speak-up! Address racism when you hear it.
5. Build new deeper personal relationships with BIPOC.
6. Invest in Black leadership.

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Questions

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