

# HOW TO CREATE AN INCLUSIVE WORKPLACE

Are you looking to Create an Inclusive Workplace? Creating an inclusive workplace is essential for fostering a healthy, confident and stable team. This How To Guide outlines six important steps to achieve an inclusive work environment, ensuring all employees feel valued and supported.



**EMPLOYER**



## LEADERSHIP COMMITMENT

Employers and leaders should model inclusive behaviours, set clear diversity goals and promote a culture of inclusion by being accountable.



## HAVE AN AWARENESS MINDSET

Reflect on your own identity, consider the advantages or disadvantages you experience and challenge assumptions made about others.



## DEVELOP A RELATIONAL MINDSET

Engage in conversations across different identities, support diverse employees' development and reward their strengths and accomplishments.



## INCLUSIVE POLICIES AND PRACTICES

Develop and enforce policies promoting diversity, including fair hiring practices, equal advancement opportunities, and anti-discrimination measures.



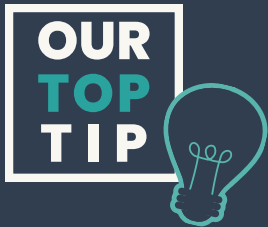
## TRAINING AND DEVELOPMENT

Offer comprehensive training programs on diversity and inclusion, coupled with professional development opportunities for all employees.



## FOSTER A GROWTH MINDSET

Expand your understanding of global diversity issues, ensure inclusive decision-making, and challenge identity-based stereotypes and biases.



Create safe spaces for open dialogue about diversity and inclusion, allowing employees to express their thoughts and concerns without fear of retaliation.



## IN SUMMARY

Creating an inclusive workplace involves a strong commitment from leadership, developing a mindset that values identity-awareness and relational skills, enforcing inclusive policies, providing continuous training, and regularly assessing and responding to feedback. By focusing on these areas, organisations can build a supportive and inclusive environment for all employees.



## WHAT NEXT?

For further guidance on creating an inclusive workplace, explore additional resources and tools available on the Redlands Coast Jobs website. Implement these strategies to foster an environment where every employee feels valued and included.

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