Workplace Inclusion & Belonging

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Right Talent, Right Now
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Let’s Talk About . . .

• Impact of Inclusion on Retention & Engagement

• What is Inclusion?

• How does Inclusion feel?

• What do companies do to create that feeling?
Numerous studies show that inclusive and diverse leadership teams and labor can mean everything from increased customer bases to greater innovations. Financial performance can improve by as much as 30 percent.

Gallup studies indicates that inclusion and engagement are highly correlated. Results show that most engaged employees rated the company high on D&I. The least engaged employees rated the company very low.

Polarization thwarts attempts for inclusion. Polarization is the opposite of inclusion. Polarizations fosters an “us versus them”, whereas inclusion attempts to create a sense of belonging and unity.

When employees feel “psychologically safe”, they are also more engaged and innovative. They feel they can speak up about problems and tough issues.
Inclusion is essential for engaging and retaining today’s workforce. . .

80%  Inclusion is important when choosing an employer

39%  Reported they would leave their current organization for a more inclusive one

23%  Have already left
Whiteboard Question:

What words or phrases would you use to describe Inclusion?
Brene Brown’s Empathy Video
Key Inclusion Practices

• Modeled from the top down
• Shift in focus to how an inclusive culture feels
• Embrace the intersectionality of your people
• Integrate inclusive behaviors in KPIs and performance management frameworks
THANK YOU!

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