# Embed Inclusion Into the Organization’s Culture Executive Briefing

### Summary

The positive impacts of workforce diversity have resulted in diversity, equity, and inclusion (DEI) becoming a strategic priority for competitive organizations. However, organizations often concentrate their efforts on increasing diversity, missing the full benefits that cannot be realized without an inclusive culture.

### Our Recommendation

* Conduct an assessment to understand the current state of inclusion.
* Embed inclusion into organizational values and adapt competencies to promote accountability at the individual level.
* Use inclusive design principles to modify organizational work practices to demonstrate a more inclusive culture.

### Client Challenge

* Although inclusion is key to the success of a DEI strategy, the complexity of the concept makes it a daunting pursuit.
* An individual employee has many diversity dimensions that cannot be categorized, meaning that narrowly defined inclusion efforts won’t be enough.
* This is further complicated by the fact that creating inclusion is not a one-and-done exercise. Rather, it requires the ongoing commitment of employees at all levels to drive a cultural shift.

### Critical Insight

* Realize the benefits of a diverse workforce by embedding inclusion into work practices, behaviors, and values, ensuring accountability throughout the organization.



### Get to Action

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| 1. Create the vision for the change and understand the impact | 1. Communicate inclusion as a priority. 2. Collect quantitative and qualitative data to assess the current state of inclusion. 3. Analyze data to identify shared challenges.   **Deliverables:**   * *Standard Internal Communications Plan* * *Standard Focus Group Guide* * *Diversity & Inclusion Strategy Template* |
| 2. Communicate the change | 1. Envision the future state of inclusion. 2. Ingrain inclusion into organizational values and competency model. 3. Assist executives in reflecting on their current behaviors.   **Deliverables:**   * *Diversity & Inclusion Strategy Template* * *HR Metrics Library* * *Diversity and Inclusion Metric Tracking Tool* * *Executive Reflection Template* |
| 3. Involve the managers and develop the change action plan | 1. Communicate the inclusion competency and expectations to managers. 2. Incorporate employee learning opportunities to shift mindsets towards inclusion. 3. Launch an examination of work practices using inclusive design principles.   **Deliverables:**   * *Inclusive Work Practices Template* * *Inclusive HR Work Practices Examples* |

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