# 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*
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| 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*
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| 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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