



# Peak

Performer Webinar Series

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## VISTAGE

# Making inclusion a part of your organization's culture

Presented by Amy Flynn, DEI Consultant, HR Service Operations  
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# INCLUSION INFUSION: MAKING INCLUSION A PART OF YOUR ORGANIZATIONAL CULTURE

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# Agenda



- What Is Inclusion
- Inclusion without Diversity
- Difference between D, E, E, and I
- Inclusion as a part of your culture and business strategy
  - Tactical Strategies
  - Intangible Actions
- Final Thoughts and Resources

“

*Undoubtedly, diversity, equity and inclusion make for better-operated businesses and employee satisfaction.*

”

*— Aisha F. Thompkins,  
Director, EEO and DE&I Services Insperty*

# What is inclusion?

**Acknowledgement**

**Acceptance**

**Appreciation**

# Inclusion without diversity?

- Inclusion speaks to acceptance, acknowledgement, and appreciation of the diverse characteristics (3 A's)
- Diversity speaks to representation, numbers, and quotas
- It is possible to be diverse without inclusivity
- Impossible to have inclusion without diversity



# The Conversation Between DEE & I

- **Diversity Asks:** "Who's In The Room?"
- **Equality Responds:** "Did everyone know about the meeting in the room?"
- **Equity Asks:** "Who is trying to get in the room but doesn't have access?"
- **Inclusion Responds:** "Has everyone's ideas been heard?"





# Infusing inclusion into your overall business strategy

- Recruiting, Hiring, Onboarding
- Marketing
- Vendors & Suppliers
- B2B Relationships
- Succession Planning
- Corporate & Social Responsibilities



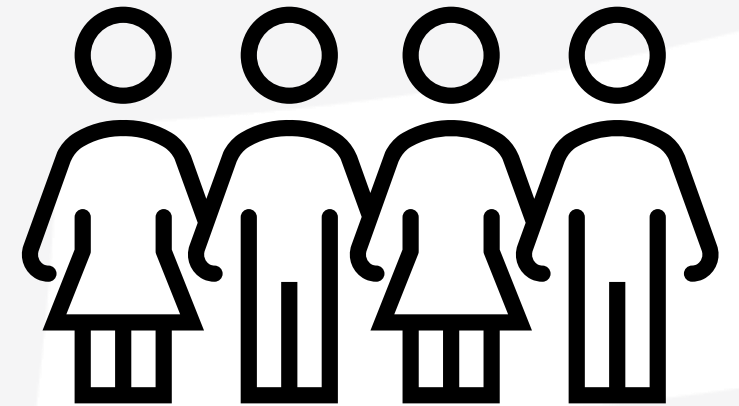
# Tactical Strategies

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- DE&I pulse survey
- Inclusion training and development
- DE&I committee and consultation
- Unbiased merit-based system
- Business resource groups
- Allowing for pronouns in email signatures
- Offering additional (gender-neutral) restrooms

# Effects of Non-Inclusive Organizations

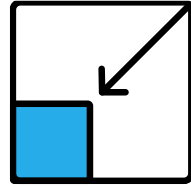
- Homogenous work environment
- Limitations on creativity and innovation
- Potential legal risks and liabilities
- Potential financial impact from legal risks



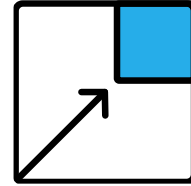
# Impacts of Inclusive Organizations



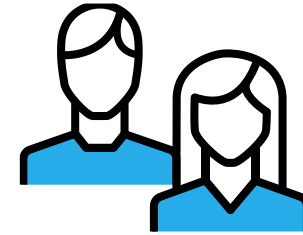
High Employee Engagement



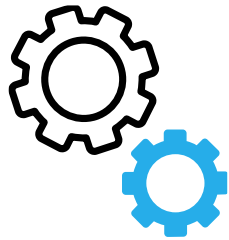
Minimal Turnover Rates



Higher Retention Rates



Strong Employee Morale



High Employee Productivity



Higher level of Creativity and Innovation



Increase in business profits

# Intangible Actions

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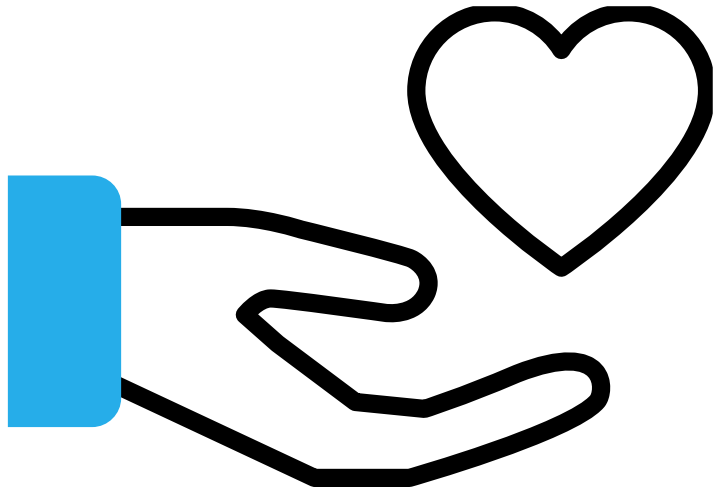
Vulnerability

Transparency

Empathy

Humility

# Intangible actions



- 1. Compassion**
- 2. Self Reflection**
- 3. Bias Awareness**
- 4. Allyship**

# Final Thoughts & Resources

1. Do your people feel you have an inclusive culture?
2. What inclusion-related barriers currently exist in your organization?
3. What can you do to co-create more inclusion opportunities by involving your people?
4. [Inclusive teams make better business decisions up to 87% of the time](#)
5. [How to avoid groupthink in the business world](#)



# Contact us

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# Q & A

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