

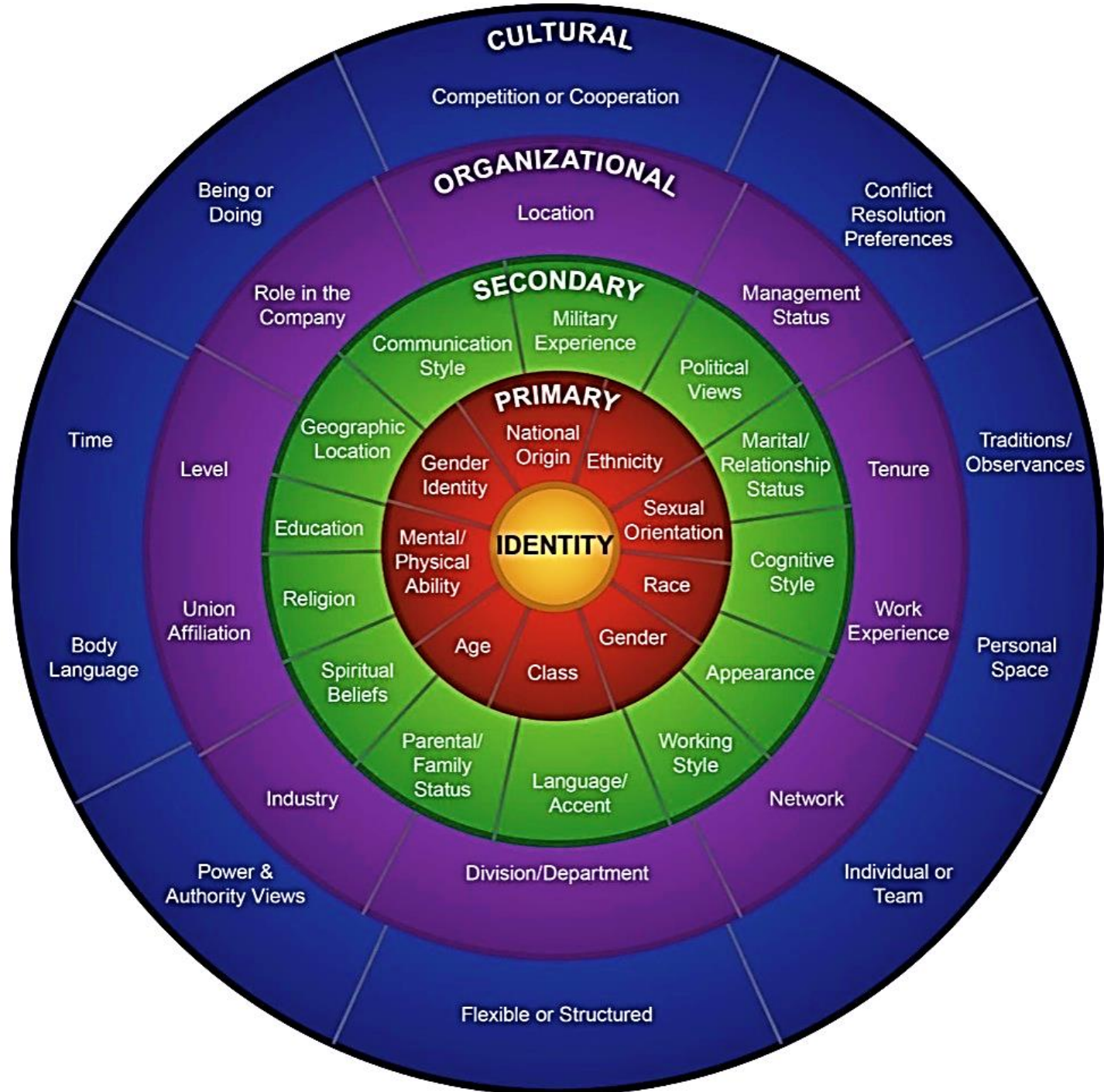


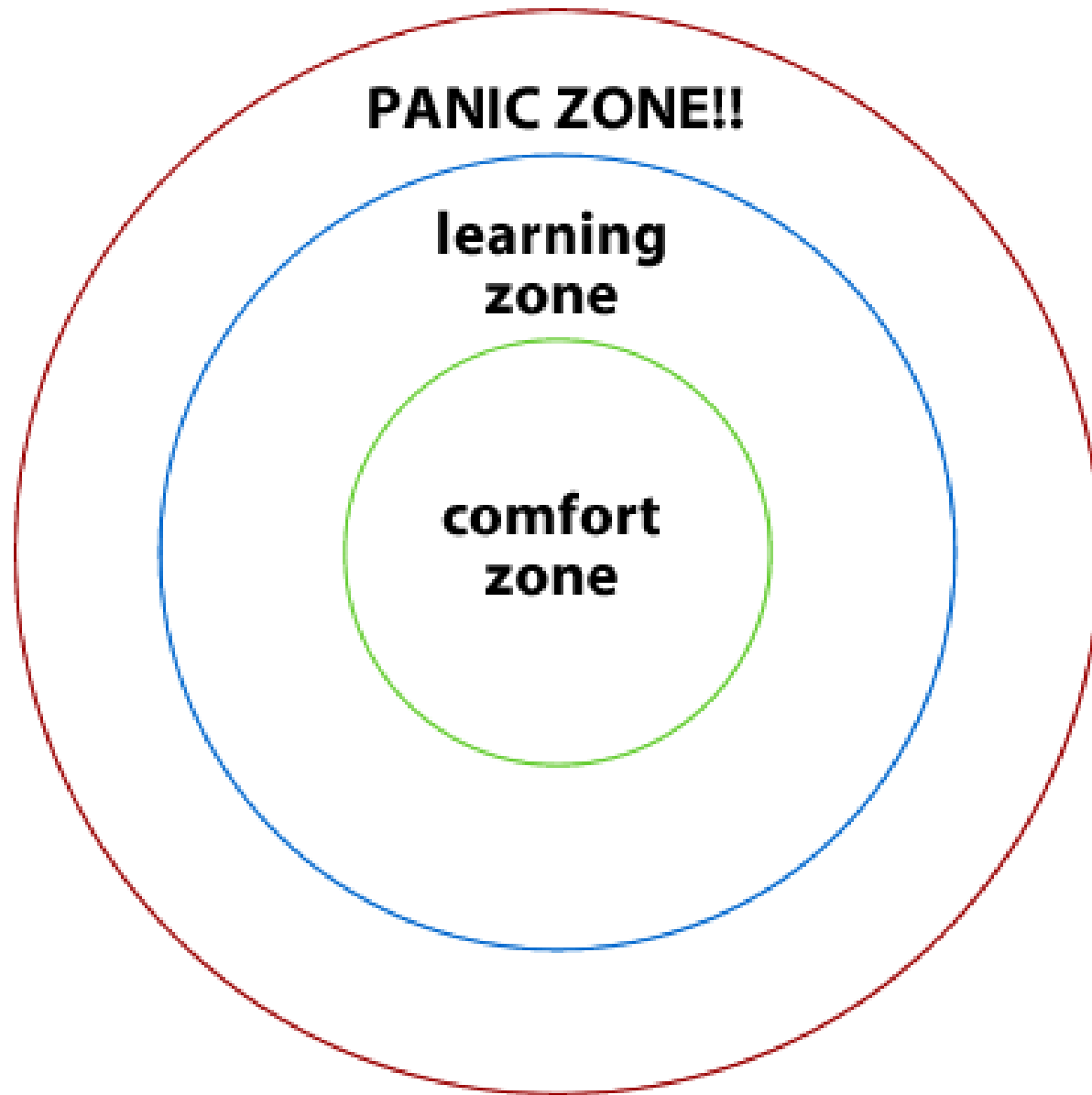
Lutheran  
Services  
in America

# **Reimagining Diversity in the Workplace: How Others are Creating Welcoming and Inclusive Spaces**

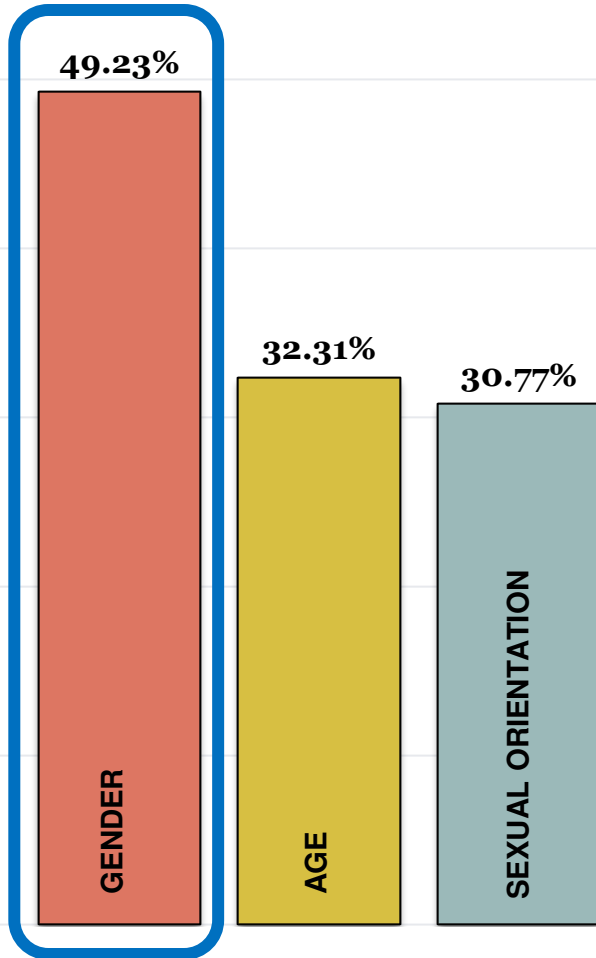
**December 6, 2022**



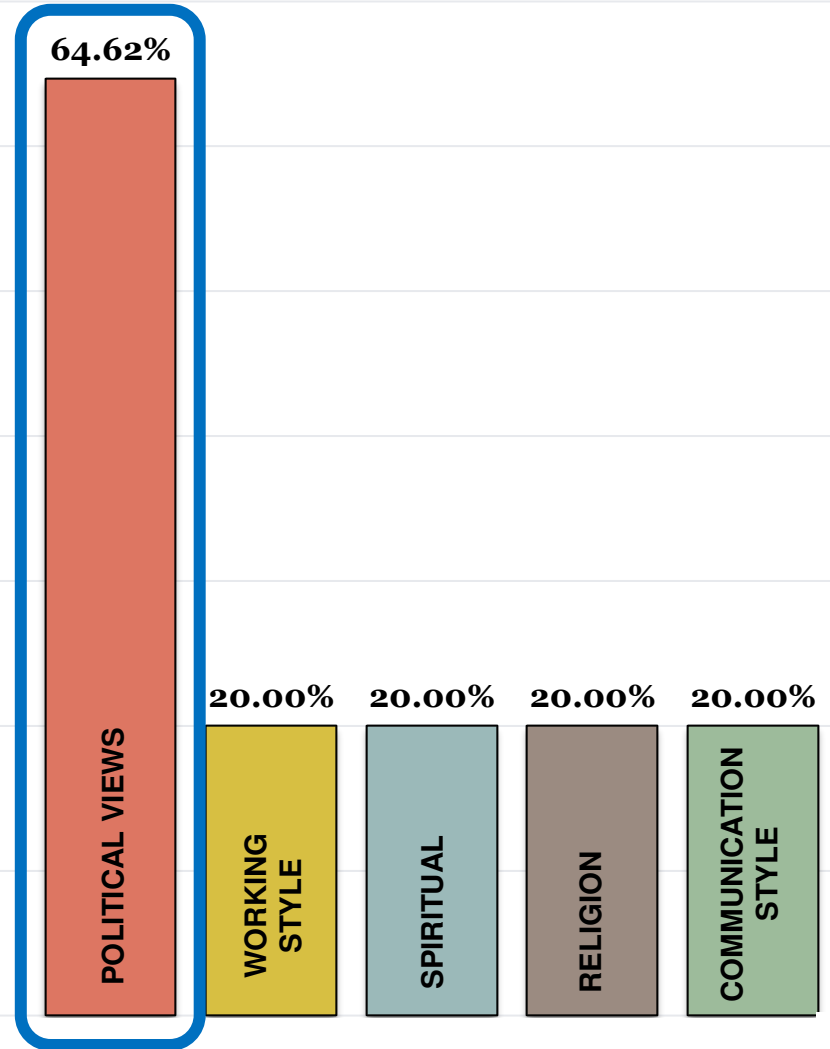




## Personal Identity Most Comfortable



## Personal Identity Least Comfortable



## OBSERVATIONS

## RECOMMENDATIONS

The highest “**most comfortable**” categories were gender, age, and sexual orientation.

Consider the Implicit Association Test (IAT) to assess bias with gender, age and sexual orientation.

The highest “**least comfortable**” categories were political views, working style, spiritual, religion and communication style.

Communicate the history, mission, vision and goals of your Agency.

The lowest “**most comfortable**” categories were National Origin, Military Experience, Cognitive Style, Appearance, Language and Geographic Location.

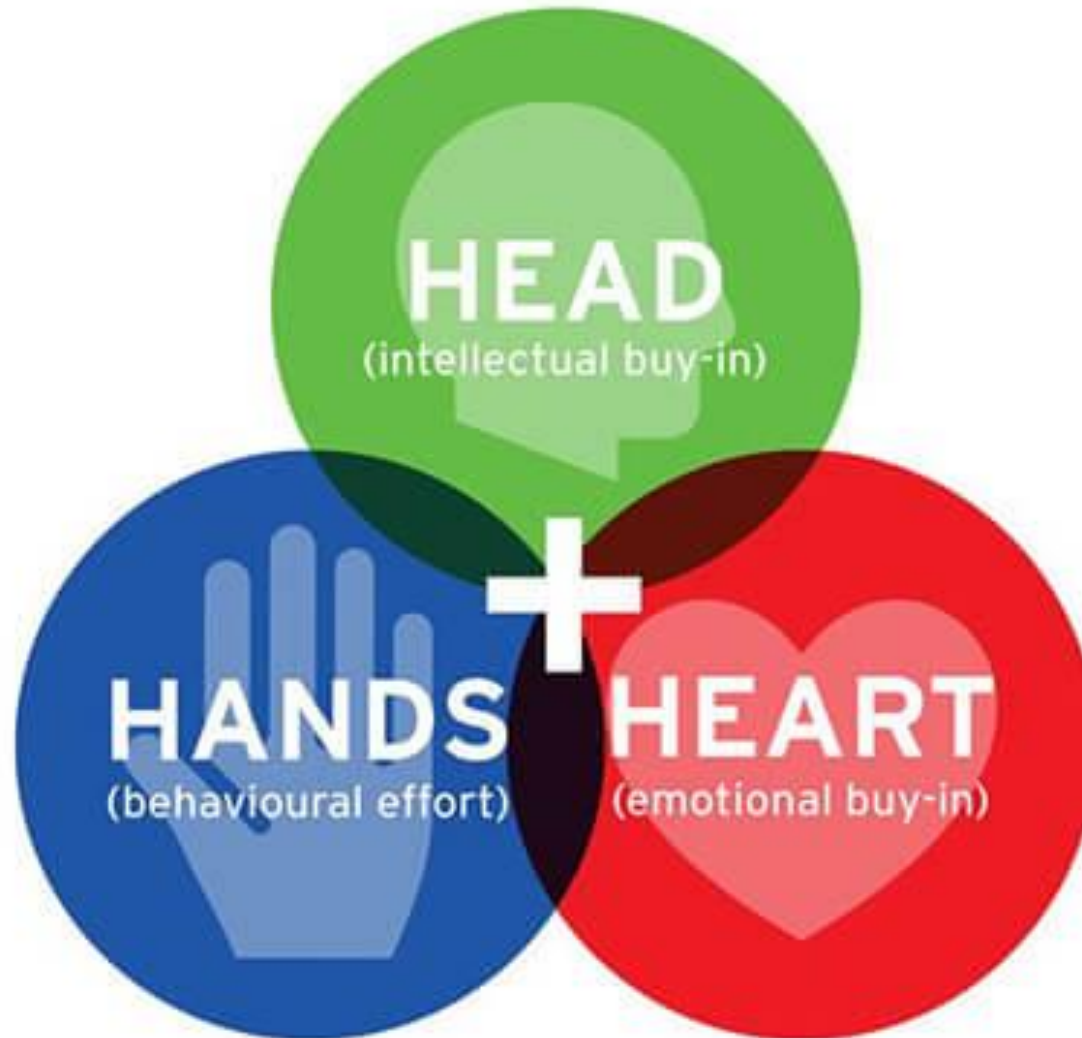
Explore the implicit biases associated with the lowest categories

The lowest “**least comfortable**” categories were Marital/Relationship Status and Parental/Family Status.

Offer the Intercultural Development Inventory (IDI) to assess individual and group cultural competence



# Ways to Create Welcoming Spaces



# How to Create an Inclusive Workplace

- Acknowledge achievements
- Encourage collaboration
- Listen to others' viewpoints
- Respect other's experiences



- Care about the individual
- Develop a comfortable workspace
- Express gratitude
- Stay positive



## ✓ **Create a Culture of Respect**

Respect is paramount in making employees feel welcomed and happy in the workplace. Established a policy against any forms of disrespect, harassment, discrimination, or gossip from or amongst your employees.

## ✓ **Create a Culture of Security and Safety**

Timothy Clark's book, "*The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*" is a framework for creating welcoming and inclusive spaces.

## ✓ **Create a Culture of Excitement**

A happy employee is a productive employee. Something as simple as keeping your employees informed on agency's achievements or daily encouragements to set the tone for a good workday.

## ✓ **Create a Culture of Integrity**

Be genuine, honest, kind, upfront, and accessible to employees. Do what you say you're going to do and say what you mean 100% of the time. Expect the same level of integrity from employees.

## ✓ **Create a Culture of Communication**

Inform employees of changes, updates and acknowledgements. Ambiguity and uncertainty may create anxiety in employees. Customize communications for different audiences.





# **BREAKOUT CONVERSATION**

## **Core Values & The Sense of Welcome**



# VALUING THE LIVED EXPERIENCE



# QUESTIONS



# Make It Plain Consulting

“Uncovering Inherent Strengths for Sustained Growth”



MAKE IT PLAIN  
CONSULTING

**Tommie Lewis**

**513-421-2300 PH**

**513-541-5589 FAX**

***www.MIPCLLC.com***