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Inclusive environment at work

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Women of color face major obstacles to being heard, valued, and respected in their work. They feel that their views are not heard or recognized, and they express feeling stalled in their careers. But these individuals bring diverse ideas and experiences to the table, which can help companies innovate and grow. Any company that wants to realize the full potential of its employees must take action to create safe and inclusive workplaces where women of color can achieve their full potential. There are a number of strategies employers, politicians, and managers can use to help create a more inclusive workplace. Firstly, embrace the business case for diversity and inclusion. Second, tackling bias through employee and leadership training programs. Next, practice inclusive leadership by creating a secure team environment. Then, provide sponsorship programs, so women of color can learn the ropes and have someone advocated for them. Finally, hold leaders accountable. Make sure inclusion is a core value of the organization – not just something you do to check a box. Women of color are entering the workforce in greater numbers than ever before, bringing education, ambition and diverse ideas and experiences with them. As a result, they provide corporations with a powerful force of insight and innovation that will be increasingly needed to meet the needs of a diverse customer base. Still, despite the value that women of color represent for companies, they are rarely given leadership positions, not to mention roles in the C-suite. Currently, there are no female Black or Latina CEOs from Fortune 500 companies. For 15 years, the Centre for Talent Innovation (CTI) has researched the gender and racial dynamics of the workplace. We have enough evidence that women of color face great hurdles which have historically hindered their advancement. In our 2016 report, in *Latinos et Work*, we found that 59% of Latino men and women experienced sneezes and snoos in the workplace – a number that jumps to 67% when just looking at Latinos. In the same study, we found that 63% of Latino men and women are not welcome and involved, do not feel invited to share their views, or feel confident their views are heard and valued at work - a figure that rises to just 78% for Latinas. A similar story rings true for black women. In our 2015 study, *Black Women: Ready to Lead*, we found that 46% of black women think their views are not heard or recognized. They are also directly less likely than white men to have their views supported. Also, black women feel invisible: They are more likely to feel their White women (26% vs. 17%) Are not recognized by their superiors. No wonder black women are far more likely than white women (44% vs. 30%) Feeling stalled in your career. In addition, women of color are more likely than white women to think they should Their authenticity if they want to be leaders. In our research, 72% of black women, 53% of Latinas, and 52% of Asian women say executive attendance at their company is traditionally defined as conforming to white male standards. By contrast, only 44% of white women felt that way. Now, more than ever, any company that wants to realize the full potential of its employees must take action to create safe and inclusive workplaces where women of color can achieve their full potential. We've compiled some facts that employers, leaders and managers can use: emphasize the business case for diversity and inclusion. There are many reasons why American workplaces should change, but an important one is that the country is changing the demographic, as a recent U.S. Bureau report makes clear. As a result, companies need diverse leaders that reflect the changing market. Our research shows that when workplace teams reflect their target customers, the whole team is more than twice as likely to innovate effectively for their end users. Identify prejudice. No matter how well-dressed women of color are, they won't get a seat at the table unless those on the table allow them to pull a chair. Companies can take steps to do so. For example, a multinational company developed a leadership program that not only puts high-calibre employees on management track but also targets supervisors who select candidates. In de-baying trainings, observers learned to recognize and control their inclination to nominate candidates who were similar to themselves and instead accept great candidates of color. Black female employees who participated in this report feel more engaged and positioned for better advancement opportunities. More importantly, their supervisors have committed to offering these female leadership opportunities within a year. Practice inclusive leadership. Leaders need to create a safe team environment where all employees can talk, be heard, and feel welcome. They should embrace the input of employees whose background or expertise is different from their own, and foster collaboration between diverse employees, ask questions of all team members, facilitate constructive reasoning, give action feedback, and act on the advice of diverse employees. In addition, leaders can make women of color feel valued and include prizing authenticity on conformity and by working from an understanding that a range of presentation and communication styles can succeed in the workplace. Provide sponsorship programs. Corporations such as American Express and Bank of America have created programs that accelerate the progress of women and people of color by pairing them with more experienced sponsors who help them learn the ropes — not just their first week or in the months on, but in the long haul. Our research shows that a mentor's advice is not enough; A sponsor's meaningful advocacy makes all the difference. Our Research, Research, The example, finds that women of color who say they have sponsors are 81% more likely to be satisfied with their career progress than those without sponsors. Hold the leaders accountable. Make sure inclusion is a core value of the organization – not just something you do to check a box. For example, when CTI CEO Pat Philly-Kruchel was head of HR at Time Warner, he established a tracking and reporting system to measure progress against diversity and inclusion goals for each division. Leaders were held accountable with 10% of bonuses tied to their goals. If businesses are to develop and thrive now and in the future, it is essential to elevate women's voices of color and eliminate institutional barriers to their success. To do so, business leaders must deliberately address the relentless undertones of discrimination that keeps preventing them from doing their job. We must bring all the talent and create more profit, equity and a better world in the process. There is no doubt that in this multi-faceted and complex society, focusing on maximising the value of a diverse workforce has become almost a business imperative. While we're focused on hiring for mass diversity, there's a part of the equation that we often don't talk about; Namely - promoting an inclusive workplace culture. There can be no doubt about diversifying the enormous profits to organisations. Our own research has pointed out that companies with a diverse leadership are better at promoting economic performance, more creative and stronger business ties. But, does this mean that all organizations hiring for a diverse workforce can crop up these benefits? The short answer is no. A diverse workplace is not necessarily an inclusive one. Similarly, an inclusive workplace is not necessarily diverse. An inclusive workplace culture works to diversify in this sense, inclusion is pre-requisite for the functioning of a diverse workforce and involves the full and successful integration of diverse people into the workplace. An inclusive culture points to a climate in which everyone is cultivated, and the social and institutional response to disability becomes no obstacle to positive employment experience. Nevertheless, truly inclusive cultures extend beyond the basic or token presence of workers who are disabled. They are instead built on formal, informal policies and practices that include the following three values: beauty lies in valuing people's abilities rather than limitations of promoting an inclusive workplace culture – the real emphasis should be placed on valuing people's abilities rather than boundaries. Accenture is a great example of a company doing just that. Boudewijn Hamersma, workplace innovator at Accenture, says: Inclusion and diversity are fundamental to our culture and core values, promoting an innovative, collaborative and high-energy work We understand that everyone has unique powers. And by embracing those powers, we all offer high performance — together. For Accenture, the inclusion and dedication to diversity goes far beyond a fancy statement. Diversity and inclusion are something that pervades the whole of the organisation and partnerships. That's why you can look at the ISS facility and led catering service in Accenture to find the first example. Inclusion helps us see things from a different perspective in the kitchen of the Accenture office in Amsterdam, Dogukan works two days a week as an intern. He helps chefs cook and learns new cooking techniques. Dogukan has a lighter form of autism, which means it needs some extra support and attention. While the chef patiently goes through step-by-step tasks, other colleagues support him with psychosocial issues at work, school or at home. Yet this extra focus is nothing compared to heavily valued colleagues like Dogukan add to the ISS catering team. Edwin Clinkert, ISS catering manager at Accenture explains; People like Dogukan add real value to the team and help us look at things from a different perspective. A kitchen is actually a dynamic environment where many things are done last minute. Working with catering services is naturally not for everyone and can sometimes be mismatched. Yet as Edwin Klinkert says; It is imperative that an employee with disability matches the catering team and the company culture. But in its nature, it is no different from other new employees. This applies to anyone who wants to work here. Does your organization have an inclusive workplace culture? And what is your experience? Share your comments below. Learn to strengthen the workplace of the future. Download our White Book: New Ways to Work - Workplaces of the Future. Future.