

Your Office Environment

When an organization focuses on removing barriers to success for everyone, employees become advocates and better align with the corporate brand. The brand then becomes more impactful in its work and a magnet for others to join. Below are suggestions on creating a more inclusive office environment.



STATEMENT

Ensure you have an authentic and clear DEIA statement. Be transparent about your reality and vision for future change.



SOCIAL IMPACT

Embrace a community supporting broader social impact beyond corporate social responsibility. Execute work that consciously and methodically aims to solve local and global needs and encourage team members to volunteer and give time, talent, or financial support to local, national, and global initiatives.

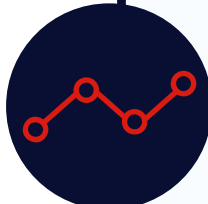


ACCOMMODATE ALL

Keep focusing on accommodating all people, including those with disabilities, when designing roles and responsibilities. Remove barriers to success by focusing on the result. A person's journey to that space can sometimes be at their design.

DATA TRANSPARENCY

Review, analyze, and share hiring and promotion data. Ensure you maintain the data of those employees who leave the organization also as there may be linked causality.




REMOTE WORKING

Allow working remotely when applicable. This allows for individual flexibility and more likely leads to individuals being more authentically themselves.



COLLABORATION AND OPEN COMMUNICATION

Encourage collaboration and open communication throughout the organization. Seek ideas from those unconventional resources.



EMPACTFUL TIPS

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continued



BUDDY AND MENTORSHIP PROGRAM

Create and maintain a robust buddy and mentorship program for all employees. This should be initiated from day one of employment.



POLITICAL AND GLOBAL ISSUES

It's essential to be mindful of how political and global issues can impact marginalized team members. Be proactive in crafting inclusive messages of support.



ELEVATE DIVERSE VOICES

Seek, identify, and empower diverse voices in the workplace. It's tough being the only one. Amplify these voices and be an ally to the most marginalized groups.

PEOPLE FIRST

Normalize a focus on self-care. In 2021, 83% of American workers reported experiencing stress in their workplace (The American Institute of Stress). Implement check-ins and empower conversations that support mental health.

