INTENTIONAL INCLUSION

It is one thing to teach people to be aware of their differences, it is another to teach people the skills necessary to live with and deal with each other's differences.

Intentional Inclusion is moving away from asking "Who's at the table?" to asking "Who's not at the table that needs to be?" Intentional Inclusion also looks to dig deeper by asking "Did they get the invitation, with detailed directions to the table, and upon arrival receive a chair and a microphone?"

To create an inclusive work environment, it is not enough to have a group of individuals with varying backgrounds sitting at a table. Those individuals must have the same opportunities to participate in the conversation, engage, and have their voice be heard.

People working in inclusive work environments feel that they perform at higher levels, commit to staying longer with the organization, are more creative and they say they are more engaged in their work.

Inclusion is defined as a condition that exists deep within a team or group culture where differences are accepted, valued and respected. — Dr. Linda Burrs

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