



Advantage Performance Group

We help organizations develop great people.

Ideas you shared:

What is one way to be more inclusive?

Responses from our registrants for [Inclusion Doesn't Have To Be Uncomfortable](#) on 12.03.20

- Ask questions
- Be mindful of different ways that people celebrate various holidays during this season
- Act as an ally
- Have leaders be accountable
- Take the time to listen to and validate others' experiences.
- Respect ALL religions in developing D&I policies
- Slow down to provide context to your peers who are new
- Listen
- Ask people what they need before you assume you know
- Think of yourself as a cultural visitor wherever you go
- Speak last and welcome all opinions before offering yours
- Align the cause to a greater company objective or KPI
- Be curious about others to understand
- Be open to becoming comfortable with being uncomfortable.
- Recognize that everyone has different backgrounds and to not use a one-size-fits-all approach when communicating
- Think about others
- Hire someone who doesn't think like you
- Have an open mind
- Start providing education to employees
- Listen and hear
- Seek diverse perspectives
- Ask others, "How can we be more inclusive?"
- Actively ask for ideas/feedback from others
- Ask people who contribute least often for their input
- Consider who's asked to be in meetings where key decisions are being made or important problems are being worked, and consciously invite new and different perspectives – then encourage them to share their ideas and viewpoints. Make it

clear to the “usual suspects” why these new participants are qualified to be in the discussion, and why you’re looking forward to their contributions.

- Be genuinely curious
- Open channels for sharing/connecting
- Ask people about themselves... and actively listen!
- Meet new people outside of your circle
- Be curious; create a practice of asking yourself and others discovery questions to raise awareness.
- Ask open-ended questions to gain empathy and perspective
- Welcome input and actively listen when it's provided
- Lead by example and be more empathetic
- Ensure everyone has the opportunity to speak up at a meeting
- Be respectful
- Set up affinity groups
- Actively recruit diverse candidates
- Have an open mind, open heart
- Be aware of micro-behaviors
- Receive input from all peers and associates
- Challenge your perspectives
- Participate in informal socializing and hobby & book clubs
- Offer options to everyone -- not just the people who look like you
- Be sure to allow space for everyone to speak or share ideas in meetings. Do a round robin to make sure all are included.
- Share information about oneself, something that is not standard practice/average
- Be curious
- Have a conversation with someone you have a disagreement with on culture
- Use “they, them” in place of gender-based pronouns
- Create connections across a team
- Share open positions widely to include anyone minimally qualified to join the organization's workforce
- Allow others to share ideas before the leader speaks but allow people time to think before asking for ideas/questions.
- Take the time to authentically listen to others and hear their perspectives
- Utilize the Platinum Rule: Treat people how they need to be treated
- Invite contrarian views
- Be curious and respectful of all
- Be Involved
- Do my work around white privilege so I understand my unintended impact around race
- Listen more
- Try to select the BEST idea

- Be curious, strive to learn more about others
- Ensure everyone has a chance to be heard in meetings
- When possible, seek out non-traditional candidates for positions within the organization
- Keep skills sharp while finding a job
- Have open communication
- Have an inclusion lens in everything that you do
- Have an open heart...
- Invite people into the conversation when they don't speak
- Think through the eyes of others
- Ask yourself who have I not asked/heard from in a conversation and consider the best approach to seeking that input
- Be open-minded
- Encourage frequent check-ins and have a continuous feedback culture
- Celebrate different heritages throughout the year
- If possible, take an assignment in another country
- Ask follow-up questions to learn more
- Speak up
- Have protections for employees who ask for these acknowledgements
- Uplift and advocate for diverse voices in professional social media
- Use empathetic listening – seek first to understand
- Actively seek diverse friends and co-workers
- Educate yourself
- Expand your network to include colleagues who don't share your background
- Examine job descriptions
- Create points of connection. Ask questions at a monthly staff meeting or similar setting that focus on shared experiences or things in common (ex: who has traveled outside of the US & then create a map so the team has a network to share stories or for others to ask for advice if planning a trip somewhere. Can also go deeper after a bit & ask people to think of a time when you have felt shut out from the conversation)
- Refer to digital photos of team members
- Share stories
- Ask others their perspectives
- Be curious to learn about others' lived experiences
- Talk about being mindful of language and impact
- Make sure people feel comfortable to be vulnerable. Create psychological safety.
- Be curious about people and open to new possibilities.
- Educate employees
- Be anti-exclusion
- Be empathetic
- Prompt the quiet one in the room to share their thoughts on the subject in discussion

- Address groups of people as "folks" or "y'all" instead of "you guys"
- Be open minded
- Be more exposed to other cultures. Understand other religions and cultures.
- Regularly connect with your team members; get to know what's important to them professionally and personally
- Listen to obtain others' perspectives
- Become familiar with the four levels of psychological safety (the work of Dr. Timothy Clark) and apply those teachings in thought, deed, and by example. (The concept: An avalanche starts with one flake of snow.)
- Speak the truth. If there's an elephant in the room, name it so others feel comfortable.
- Ensure openings for everyone to contribute comfortably and safely.
- Open the team conversation up
- Ask how you would like others to perceive you