

One Sign of Psychological Safety

# 5 WAYS OF CREATING AN INCLUSIVE ENVIRONMENT IN THE WORKPLACE





Psychological safety is trending in every workplace right now. One of the keys to fostering psychological safety is to create an inclusive workplace. Having an inclusive culture is beneficial for the company, and is the key to fostering a sense of belonging, diversity, and equality within the team. Learn more on how to create an inclusive work environment with us!

# *Leader and Leadership*



A team's leader plays an important role in creating inclusivity. A culture of inclusion can be built when the leaders lead by example. Leaders should model inclusive behavior, support and encourage inclusive practices among employees, and demonstrate deep understanding and empathy.

## *Safe Workspace*

Safe space means creating a workspace in which the employee experience will be very pleasant, and they feel that their employee well-being is being taken care of. Creating safe spaces is easy. You can simply ensure there are accessible toilets, bathrooms, and parking spots. You can also modify spaces for employees in need – include special equipment and wheelchair accessible one



## *Inclusive Communication*



When communicating, try to recognize exclusion. A good community in an inclusive workplace culture has various diversity and inclusion. Use inclusive language when communicating, along with inclusive actions. Inclusive language can be used by using gender-neutral language and avoiding gendered terms.

## *Employee Resource Groups*

In creating an inclusive work environment, Employee resource groups (ERGs) are an excellent way to consider. ERGs are voluntary, employee-led groups that bring together individuals with shared characteristics or experiences. These ERGs can focus on various aspects of diversity, such as gender, race, ethnicity, or disability.



## *Training and Education*



Provide resources regarding inclusivity. Provide training and education also. Offer training on unconscious bias, microaggressions, and inclusive communication. Offer mentorship programs and career development opportunities for each employee. Elevate their personal experiences, elevate employee networks.



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