



How Can Supervisors Foster an Inclusive Workplace?

Discussion Guide

Discuss

Michele discussed five diversity behaviors that foster an inclusive workplace. Have you observed these behaviors? Are there other diversity behaviors you would add to this list?

Why does Michele describe “seeking multiple points of view” and “giving / receiving feedback” as diversity behaviors? What do these behaviors have to do with diversity?

If your team did an audit of its inclusive practices, how do you think your workplace would fare? How do you welcome newly hired employees into the workplace? Do team members feel engaged during staff meetings? Are expectations about what is okay—and what’s not—clear to everyone?

When people outside your unit come into your space, how would they experience your group? Do you think they would feel welcomed?

How do you feel about approaching a co-worker if they said or did something that offended you? What support would you want from your supervisor in order to resolve the situation?

Practice

Your team just hired a new employee who oversees data management. The employee has innovative ideas for improving the data management systems, which have been communicated through emails. It’s become apparent that this person needs to be at the table for project work. However, you’re not quite sure of how to make this happen. The data manager has a severe hearing impairment that requires either a sign interpreter or assistive technologies in order to participate. What are some options for inclusion?

Your team has launched a partnership with a research group in Dubai. Members of the group will be coming to town for a month of project work. You are asked to set up the living and working arrangements for them while they are here. What are some steps you should take to prepare for this group’s arrival, so that their time here is productive?

Your workplace is a 24-7/on-call operation. Lately you’ve noticed that the younger employees and the older employees aren’t working together that much. The young people seem to only want to hang out with and work near each including during breaks. You’ve even seen younger employees bypass older ones to consult with people of their age, even though the older employees have much more experience. Meanwhile, the older employees have noticed this separation and seem either hurt or resentful. You know this behavior could damage morale, working schedules, customer service, and even productivity. What can you do to restore collaboration across generations?