

The 6 E's of Inclusion

The six E's of inclusion offer a clear framework to help organizations build and sustain inclusive workplaces.

Each of these pillars plays a vital role in creating an environment where every employee feels valued and empowered.



ENGAGE

Engagement is the starting point of inclusion.

This pillar focuses on actively involving all employees in the inclusion journey.

Engagement goes beyond simple participation; it requires open communication, listening to diverse voices, and fostering a culture where everyone feels they have a stake in the organization's success.

By engaging your workforce, you create a sense of belonging, which is crucial for motivation and collaboration.



EQUIP

To truly empower employees, they need the right tools and knowledge.

The Equip pillar emphasizes the importance of providing education, resources, and training that promote understanding and skill development in inclusion.

This could range from workshops on unconscious bias to resources on cultural competence.

Equipping your team ensures that everyone has the ability to contribute to a more inclusive workplace effectively.



EMBED

Inclusion should be woven into the fabric of your organization.

The Embed pillar focuses on integrating inclusion into all aspects of the business, from policies and procedures to everyday practices. This means making inclusion a core value that influences decision-making, strategy, and operations.

When inclusion is embedded in the organization, it becomes part of the culture, rather than just an initiative.



EMPOWER

Empowerment is about giving employees the confidence and autonomy to make decisions that foster inclusion.

This pillar is crucial because it shifts the responsibility of inclusion from being a top-down directive to a shared commitment across all levels of the organization.

Empowered employees are more likely to take initiative, innovate, and support their colleagues, leading to a more dynamic and inclusive work environment.



EVALUATE

Regular evaluation is essential to understanding the effectiveness of your inclusion efforts.

The Evaluate pillar involves assessing both qualitative and quantitative data to measure the impact of inclusion activities.

This could include employee feedback, diversity metrics, and performance indicators.

Evaluation helps organizations identify what's working, what needs improvement, and how to refine their strategies for greater impact.



EVOLVE

The journey to inclusion is continuous, and organizations must adapt to changing circumstances and new challenges.

The Evolve pillar highlights the need for ongoing learning, reflection, and adaptation.

By staying flexible and open to change, organizations can ensure their inclusion practices remain relevant and effective over time.

By embracing these six pillars, your organization can build a truly inclusive workplace. Explore our dedicated [Inclusion Week playlist](#) for resources that will help you achieve these goals and foster a thriving, inclusive environment.

