

Inclusive Work Environments

Adapted from the *CUES Elite Access Course: Creating and Sustaining an Inclusive Work Environment*



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In today's world it is important to create awareness and understanding of the impact that diversity and inclusion have in the workplace. Our ability to promote a healthy work environment hinges on our capacity to embrace all perspectives, backgrounds, and experiences.



KEY TAKEAWAYS

Highlights from the CUES Elite Access course. You can find additional detail by reviewing the recording from this course. Visit cues.org/professional-development-and-events to access the recording

- » Diversity is about honoring the ways people are unique
- » Inclusion is about welcoming all people and ideas
- » Inclusive conversations should always have the outcome of pushing us to reflect on our own lives and values, and what we can do to foster a more inclusive environment.
- » To make progress, it takes a collective desire to be inclusive, a willingness to be vulnerable, organizational leaders who serve as champions, and a willingness to accept mistakes.

TAKE ACTION

The following questions/statements are provided for you to reflect on and identify next steps in your development. Use these to reflect and move from knowledge to action.

- » How do you practice inclusion? How does your credit union demonstrate inclusion?
- » Understanding your own privilege helps us to be more inclusive as we can share information and perspectives and accept information from others. Reflect on your own privilege in work and life and the impact this has had on your experiences and actions.
- » How representative is your membership and employee base in regard to the diversity within your community? How does this impact the services you offer?
- » Would staff within your organization agree that safe and effective dialogue around sensitive issues can take place by respecting and embracing differences? Where are there gaps in the ability or opportunity to do this?
- » Is diversity and inclusion a part of your organizational vision statement or do your values demonstrate the importance of diversity and inclusion for your workforce?

ADDITIONAL RESOURCES

If you are interested in learning more about this topic, we encourage check out the **CUES Learning Portal** pathways *Diversity and Inclusion* and *Leveraging Diversity Today*. You may also find additional CUES Elite Access Courses or Webinar recordings on this subject.

