

## Webinar Guide: Developing an Inclusive Culture

Developing an inclusive culture sounds great in theory, but what does that really mean? What is the difference between inclusive behaviors and inclusive culture? Through interactive content and discussion, we unpack why inclusive culture is critical for effective supervision and leadership. We examine components of organizational culture and identify elements of an inclusive culture.

**VIEW WEBINAR:** <https://www.trec.org/webinars/developing-inclusive-culture/>

### Discussion Questions:

1. What strategies and examples of inclusive culture are we practicing at our organization? How do those compare to what was discussed in the webinar?
2. What are some of the positive characteristics of your organization's culture that we want to keep or build on?
  - a) Which of these feel overt (easily visible and possibly acknowledged), and which feel more covert (harder to see or perhaps not talked about)?
3. What are some of the negative characteristics of your organization's culture? What are parts of your culture that you want to change or move on from?
  - a) Which of these feel overt (easily visible and possibly acknowledged), and which feel more covert (harder to see or perhaps not talked about)
  - b) What are the outcomes of having these characteristics?
  - c) What are the behaviours related to these characteristics?
  - d) What beliefs do you think drive these behaviours?
4. How does your experience of inclusion impact you at your work?
  - a) How does it affect your behaviour, performance, etc.
5. How is respect expressed at your organization?
  - b) Towards each other in your organization?
  - c) Toward people outside of your organization?

**For Self-reflection:**

1. On a scale of 0-5, with 5 meaning “centered, listened to, and always welcomed,” how included do I feel at my organization?
2. What behaviors and actions of mine help every person to contribute in their own unique, meaningful way?
3. Do I seek feedback about how my leadership impacts others’ ability to feel valued and include in our organization’s mission and work?
4. Do I give feedback and or speak up when I see harmful behaviours or language being used?
5. What are 3 things I can do to build a more welcome and inclusive culture?
  - a) What are the actions?
  - b) When will I do them?
  - c) How will I know if I am successful?