Essential Policies to Maintain an Inclusive Workplace

Despite federal mandates that are scaling back diversity strategies, championing inclusion policies remains essential; inclusive workplaces are still necessary to create more impactful workplaces and drive value.

When businesses implement inclusive policies that equally benefit all employees, they see a **17 percent increase** in performance. That's because, at its core, workplace inclusion fosters a **discrimination-free environment** that enhances **engagement** and **productivity**.

As HR leaders at organizations, you must consider the needs of the employees you hire and how to positively impact the business goals of your organization. Here are a few critical policies to consider to continue creating inclusive workplaces:

Critical Policies to Maintain an Inclusive Workplace

Enforce Inclusive Hiring Practices

- Actively seek candidates that differ from what is typical for your organization
- Frame recruitment discussions by defining the role rather than the person

Foster Inclusive Leadership

- Ensure leaders model inclusivity by fostering a socially aware environment, creating connections across the organization, and listening to all employees
- Offer mentorship or sponsorship programs to all talent help develop new leaders

Encourage Continued Learning

- Use learning and development lessons to expand employees' knowledge outside of their role
- Leverage Employee Resource Groups (ERGs) to spread knowledge about various groups using their programs

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Are you interested in creating a **stronger, more inclusive workplace**?

Contact us to speak to an expert who can help your organization.