



Inclusion at Work

Involves the ways in which organizations, groups, leaders, and members allow everyone (diverse in identities, cultures, and ways of thinking and acting) to participate, contribute, have a voice, and feel that they are connected and belong, all without losing individual uniqueness or having to give up valuable identities or aspects of themselves.

*Note: The following questions are the actual DEOCS questions.

1. Coworkers are treated as valued members of the team without losing their unique identities.
2. I feel excluded by my workgroup because I am different.
3. Within this workgroup, I am encouraged to offer ideas on how to improve operations.
4. Employees in this workgroup are empowered to make work-related decisions on their own.
5. Outcomes (e.g., training opportunities, award, and recognition) are fairly distributed among members of my workgroup.
6. The decision-making processes that impact my workgroup are fair.

The following questions can assist in conducting focus groups and interviews.

- Explain how effective the unit is at establishing a culture that values the inclusion of all personnel.
- Describe measures taken by the organization to make everyone feel a part of the team.
- How successful is the organization at encouraging members to perform to their fullest potential, regardless of their background?
- How effective is the organization in taking members' skills and attributes into account when assigning tasks?
- Explain how effective the unit is at developing a diverse group of individuals for future leadership positions, recognition or training
- What strategies would you implement to create a climate that views everyone's opinion as a force multiplier in mission accomplishment?