

Fostering an Inclusive Climate



What is an Inclusive Climate?

An inclusive climate relates to how a team functions and performs based on the qualities listed below:

- 👥 Quality of social connections
- 📖 Openness to learning
- 🏃 Agility
- 🗳️ Depth of Decision making



Two Distinct Set of Experiences for an Inclusive Climate

A climate is inclusive when its norms are carefully constructed to promote experiences of both belonging and uniqueness for its members.

- Belongingness
- Your uniqueness is valued and integrated



Experiences and States

Belongingness - feeling that you are a valued member of the in-group.



Uniqueness is valued and integrated – feeling that your unique identity is being recognized, no matter what school you attended or neighborhood you grew up in.

Inclusive Climate Resources



Books:

- How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive by Jennifer Brown
- The 7 Simple Habits of Inclusive Leaders: A Guilt-free guide on how to boost innovation and performance by involving others equally by Melissa Majors (free audible)
- Love as a Business Strategy: Resilience, Belonging & Success by Mohammad Anwar, Frank Dana, Jeffrey Ma, and Christopher Pitre. (free audible)

Videos:

- <https://youtu.be/oSO3F9z23vU>
- <https://youtu.be/laYri8RjZ6I>