

## Inclusion in the Workplace

Inclusion describes the extent to which each person in an organization feels welcomed, respected, supported and valued as a team member. Inclusion is a two-way accountability; each person must grant and accept inclusion from others.

The Society of Human Resource Management (SHRM), defines inclusion as *“the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”*

In such an environment, every employee tends to feel more engaged and is more likely to contribute toward the organization's business results. This type of environment requires people from diverse backgrounds to communicate and work together, and understand each other's needs and perspectives—in other words, demonstrate cultural competence.