

# CULTURE FRAMEWORK

## BEING INCLUSIVE



*We celebrate our diverse culture where everyone's contribution is welcomed and valued.*

### CULTURE TRAIT

### WHAT ROLE MODELS DO:

### ADDITIONALLY, WHAT LEADERS DO:

## RESPECTFUL

Understand differences & respect individuality.

Create team environments where it feels safe to ask questions, share views, & challenge non-inclusive situations.

## AUTHENTIC

Strive for honest & genuine interactions.

Consistent & transparent with how colleagues are led & motivated.

## DIVERSITY CHAMPIONS

Invite & listen to the views & opinions of others.

Ensure a diverse range of people are involved with making decisions or generating ideas.

### ACTIONS THAT COMPROMISE OUR VALUES

OUR COMMITMENT TO BEING EXCELLENT WOULD BE AFFECTED IF SOMEONE WAS NOT BEING INCLUSIVE.

By stereotyping or not taking time to understand differences in others.

Being dishonest, leading to mistrust in others.

Not taking time to listening to the views & opinions of others or be closed off to changing a view.

Allowing negative views & behaviours to go unchecked, creating a poor work environment.

Building a team, all with similar views & experiences.

Making-decisions that impact others & not engaging a range of people in the process.



*"As co-Chair of the REACH network, I help create a safe and respectful environment by inviting and considering the various views of our members."*

**Funmi Oladapo**

PROGRAMME SUPPORT COORDINATOR