

Inclusive Workplaces



Inclusive workplaces promote a culture of diversity, acceptance, and support for all employees. Research supports that diverse teams and workplaces are often times more innovative and have more engaged employees. Why is it important for you to find an inclusive workplace? No matter what your reason may be, this guide will help you identify diverse, inclusive, and great places to work.

What does it mean to be a diverse, equitable, and inclusive workplace?

Let's break down the difference between these terms as [defined here at Oklahoma State University](#):

- **Diversity** means a variety of different and unique identities, characteristics, experiences and perspectives.
- **Equity** is defined as making available to everyone what they need to succeed by increasing access, resources and opportunities for all — especially for those who are underrepresented and have been historically disadvantaged.
- **Inclusion** is creating a welcoming culture where differences are celebrated and everyone is valued, respected and able to reach their full potential.

How do I know if a workplace is diverse, equitable, and inclusive?

Without experiencing the workplace for yourself, it is hard to determine how you would perceive the organization, but we can look for a few clues:

First, organizations who are considered to be federal contractors (which includes most mid-size to large employers) are required to publish a notice of nondiscrimination or an equal opportunity statement to the public. This statement can usually be found on a company website. The law requires an employer to post a notice describing the federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability or genetic information. Notice that neither sexual orientation, gender identity, or gender expression is listed as a requirement by law. For those organizations who want to take a stand against all discrimination in their workplaces, they can include this language in their notice of nondiscrimination.

For example, if you go to the site <https://go.okstate.edu/>, scroll to the bottom of the page and click "EEO Statement", you'll find OSU's notice of nondiscrimination under the section labeled "policies" specifically calls out the addition of gender identity, gender expression, and sexual orientation.

OFFICE OF EQUAL OPPORTUNITY SERVICES

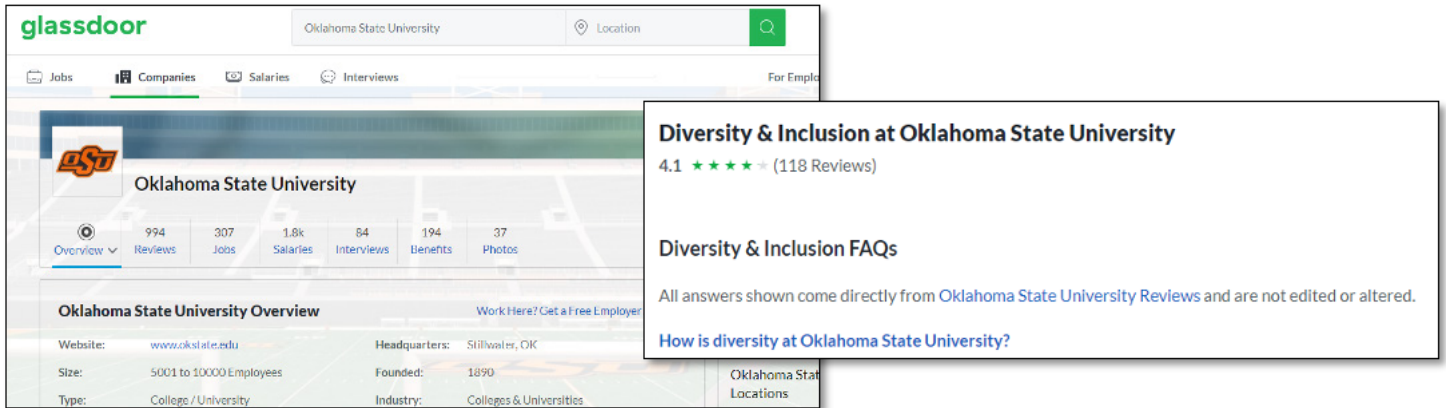
<h4>FILE A REPORT</h4> <p>Reports can be made any time. OSU strongly encourages the prompt reporting of incidents of discrimination of the basis of sex, gender identity, gender expression, and sexual orientation, sexual harassment, sexual assault, sexual misconduct, dating or domestic violence, and stalking.</p> <p>REPORTING</p>	<h4>TITLE IX</h4> <p>Providing information pertaining to the Title IX regulations, state laws, and University policies.</p> <p>LEARN MORE</p>	<h4>POLICIES</h4> <p>University policy protects against discrimination on the basis of sex, and our policies include protections for gender identity, gender expression, and sexual orientation.</p> <p>POLICIES</p>
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Check out a few more sample Equal Opportunity statements here:

- [Williams](#)
- [Paycom](#)
- [Phillips 66](#)
- [Heartland Payment Systems](#)

More ways to research employer commitment to diversity, equity, and inclusion:

Research how an organization scores with the [Corporate Equality Index](#) which evaluates workforce protections, inclusive benefits, culture inclusivity, social responsibility, and responsible citizenship. Other great references to use include: [Catalyst – Workplaces that Work for Women](#), and [DiversityInc](#). You can also view a company’s profile on [Glassdoor](#) and under “overview” you will find a section labeled “Diversity & Inclusion at _____”.



Additional resources:

Training and Development

Organizations often offer regular training and development opportunities to employees around reactive measures like training on harassment and discrimination policies, but they should also offer training on proactive measures like the importance of diversity and inclusion and opportunities to learn about different identities in the workplace. For example, some organizations offer training around crucial conversations, unconscious bias, workplace civility, and cultural competency just to name a few.

Employee Resource Groups

Employers who provide an inclusive workplace typically support the creation of Employee Resources Groups (ERGs). ERGs are voluntary, employee-led groups that provide an opportunity for employees to be heard, connect around important topics or shared interest, and raise awareness to the organization’s workforce. ERGs are often organized for underrepresented populations, but membership is not exclusive. It is not uncommon to see men in attendance to support a Women in the Workforce group or non-minority employees supporting an African American or Asian American group.

Career Development

Employers can also ensure that career development training and resources for career advancement are available to all employees. This could be in the form of formal training, mentoring programs, professional development plans, or coaching. Additional examples could include rotational based programs or manager in training programs.

Support Efforts

It may also be helpful for you to research and consider an employer’s connection to the community. Opportunities for employees to engage in philanthropic and volunteer opportunities, participation in national diversity, equity, and inclusion associations, and corporate advocacy of social issues. Look for these opportunities displayed on an organization’s career or diversity and inclusion page on their website or review their social media for other clues.