



BUILDING A CULTURE OF CARE

Culture of CARE Toolbox Series – Part 2

Date: _____ Jobsite: _____ Discussion Leader: _____

WHAT DOES INCLUSION MEAN?

Inclusion is a feeling of belonging. An inclusive workplace exists when employees are valued, respected, accepted and encouraged to fully participate in their organization. People who feel included perform better and have fewer accidents, creating a more productive and safer workplace for everybody.

Let's look at some scenarios and discuss whether these are inclusive:

Scenario 1:

There is a new employee at your company whose name you've never heard before. Every time you talk to them, you can't remember how to say their name, so you pronounce it how you think it sounds. You are not pronouncing it correctly.

Scenario 2:

A problem comes up on the jobsite. Your supervisor suggests a solution to the problem. You speak up and provide an alternative solution you think will work better. Your coworkers agree that your solution is the best option. Your supervisor moves forward with the solution you provided.

Scenario 3:

A coworker always complains when somebody brings food into work that has a strong smell. A new employee starts and brings their lunch from home. You gently warn them not to bring any food into work that might smell or your coworker will complain loudly and demand to know who is eating the "smelly" food.

HOW DOES CULTURE OF CARE CREATE AN INCLUSIVE WORKPLACE?

Culture of CARE simply lays the foundation for what is and is not acceptable behavior on a jobsite. It is up to each of us to acknowledge that everyone on site adds value, deserves respect and has an opportunity to contribute to the work. Creating a Culture of CARE helps everyone feel more comfortable and confident speaking up, sharing new ideas, and working to stop harassment, hazing, bullying, threats and intimidation.

WAYS YOU CAN CONTRIBUTE TO A CULTURE OF CARE:

Acknowledge differences, with respect

- Welcome ideas that are different from your own
- Observe diverse traditions, celebrations and holidays from other cultures

Treat people how THEY wish to be treated rather than how YOU wish to be treated

- Social activities and practices that are comfortable for you may not be comfortable for others
- Get to know your coworkers; ask them about their family, values or hobbies

Speak up and support diversity issues that are not necessarily your own

Understand the diversity you personally bring to the organization.

- Each of us is different and adds value because of these differences

Look for new ideas

- If you routinely go to the same people for ideas, you aren't necessarily being open to the diversity of thought others provide and may be unintentionally excluding some of your coworkers

Rotate who initiates or leads meetings

- Even informal meetings or toolbox talks can be enhanced by a new person's perspective or leadership style

