

CREATING AND STRENGTHENING UNITY

In the last decade there has been a substantial focus on the inclusive 'we' vs 'I' environment. However, we are now seeing the negative effects of this focus due to the narrow specificities of identity it supported. Rather than draw awareness to the familiarity among all human beings, people were essentially steered to identify with those that looked like them and therefore it created unification only among similar types of people. This is a time that calls for all of humanity to build alliance and solidarity. Consider unification amongst all employees regardless of how individuals identify. These programs serve a purpose to empower and provide companies with the opportunity to tap into the strengths of their workforce.

Some important diversity and inclusion initiatives may include changes in company policies and practices, staff training

develop an action plan to implement these initiatives by setting realistic goals and integrating the initiatives with the core business goals and values. Transparent and concise communication to all levels of leadership in the organization is crucial to equip them with messages to inform, educate, engage and empower employees.

Employees need to see the example set by leadership and feel that leadership supports and values them. Gone are the days where leadership is top down. It is becoming more circular versus triangular meaning that people will learn from each other at every level in the company. Consistent communication from leadership will allow employees to buy in further to ideas being shared by leadership, especially if they are exemplified in behaviors and attitudes of leaders. Companies will benefit by providing leaders with the individual training they need to ensure they manage all people with equanimity.

