


Towards Respectful and Inclusive Workplaces Resources

Learning Outcomes



- Develop an understanding of the concept of **respectful** and **inclusive** SETT workplaces
- Explore the **business case** for moving towards respectful and inclusive SETT workplaces
- Recognize the **opportunities** YOU have to impact your SETT workplace

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Defining Diverse, Respectful and Inclusive



- Diverse**: showing a great deal of variety
- Respectful**: feeling or showing deference or respect
- Inclusive**: not excluding any section of society or any party involved in something


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When it's reflected in the Workplace

- **A Diverse Workforce is:**
 - the **heterogeneous** composition of employees of an organization in terms of age, gender, language, ethnic origin, education, marital status, etc.
- **An Inclusive Workplace is:**
 - Where ALL employees have the opportunity to reach their **full** potential

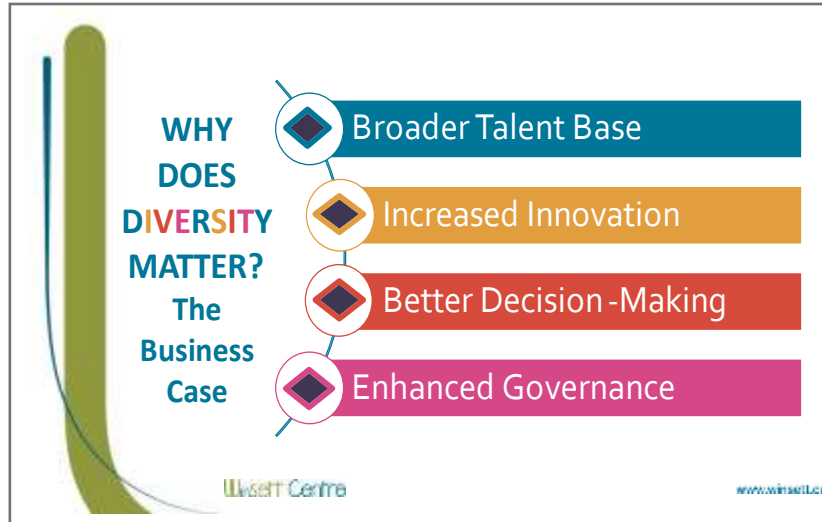
"Diversity only really matters if you've got inclusion to it"

*Cheryl Sandercock, P.Eng
Managing Director and Co-Head, A&D Advisory
BMO Capital Markets*



- **A Respectful Workplace is:**
 - A **safe** place of employment
 - Where employees are **valued, recognized** and treated **fairly**
 - Where expectations are **clear**
 - Where employees work **harmoniously**

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Catalyst

- Research: <https://www.catalyst.org/research/>

WinSETT Centre

- Resources, Statistics and Research Reports
<https://www.winsett.ca/resources/research-and-best-practices>

WWEST Gender Diversity White Papers

<http://www.sfu.ca/wwest/resources/White-Papers.html>

- Understanding Workplace Diversity for Managers
- Gendered Words in Job ads
- Hiring Committee Information
- Business Case for Gender Diversity

Other Material

[Promote Respect in the Workplace - Province of British Columbia \(gov.bc.ca\)](#)

[Words Matter - Guidelines on Using Inclusive Language in the Workplace \(gov.bc.ca\)](#)

[What Is Respect in the Workplace? | Indeed.com](#)

https://en.wikipedia.org/wiki/Respectful_workplace

<https://www.kornferry.com/challenges/leadership/inclusive-leader/inclusive-leader-quiz>

Video from presentation

<https://www.youtube.com/watch?v=2g88Ju6nkcg>