



# Create a Culture of Inclusivity

---

Develop your leadership skills to create an inclusive environment

## An inclusive mindset is a **critical mindset**.

Thinking and behaving inclusively needs to become part of the fabric of leadership DNA. The more leaders create environments where individuals feel proud to bring their whole selves to their jobs, the more included and safe people will feel, creating situations in which individuals and their organizations can thrive.

The leadership division of GP Strategies® conducted global research to find out what skills leaders need to be successful today and in the future. The research showed that building and maintaining an inclusive mindset was one of four most critical mindsets for leaders. To best exhibit an inclusive mindset, leaders need to understand and combat personal, unconscious bias so that they can build collaborative, psychologically safe spaces for diverse teams. Leaders are called to create belonging across the organization.

We have the following assets to help leaders create a safe environment where individuals feel confident to be themselves.

### Webinars

- **Addressing Personal Bias and Microaggressions:** Whether or not we'd like to admit it, we all carry bias. Built initially as a product of our instinctive fight, flight, or freeze responses, our biases evolve over time as we are influenced daily by our experiences, family and friends, media, and the world around us. During a recent panel discussion, we interviewed three industry leaders to gain insights on their experience. [Stream >](#)
- **Impact of Racism:** The concept of racism can be hard to explore for some. For others, it is not a concept, but rather a daily reality that requires them to navigate the world differently in order to thrive or even just survive. Join this panel discussion to hear two experts share insights on systemic racism and racial inequality at work and how leaders can identify and address it. [Stream >](#)
- **Creating an Anti-Racist Organization:** As the world witnesses the changing social response to systemic racism and the treatment of people of color, organizations are publicly calling out racism and offering plans to support reform moving forward. Join this panel discussion to hear two experts share insights on how leaders can create a culture of anti-racist values using the voice of the employee as a compass. [Stream >](#)

### Podcast

#### **Leaders: It's Time to Amplify the Conversation Around Diversity, Inclusion, and Equity**

Leah Clark, Director of Leadership Strategy & Development at GP Strategies, had the privilege to sit down with Lisa M. Gray, Associate Director for Student Diversity and Inclusion at University of Maryland, Baltimore County, to hear why leaders need to increase self-awareness, self-educate, and have the hard conversations to foster a true culture of diversity, inclusion, and equity. [Listen >](#)



## Research Report

### Movement or Moment? A Pulse on Diversity, Equity, and Inclusion in the Workplace from Leaders and Employees

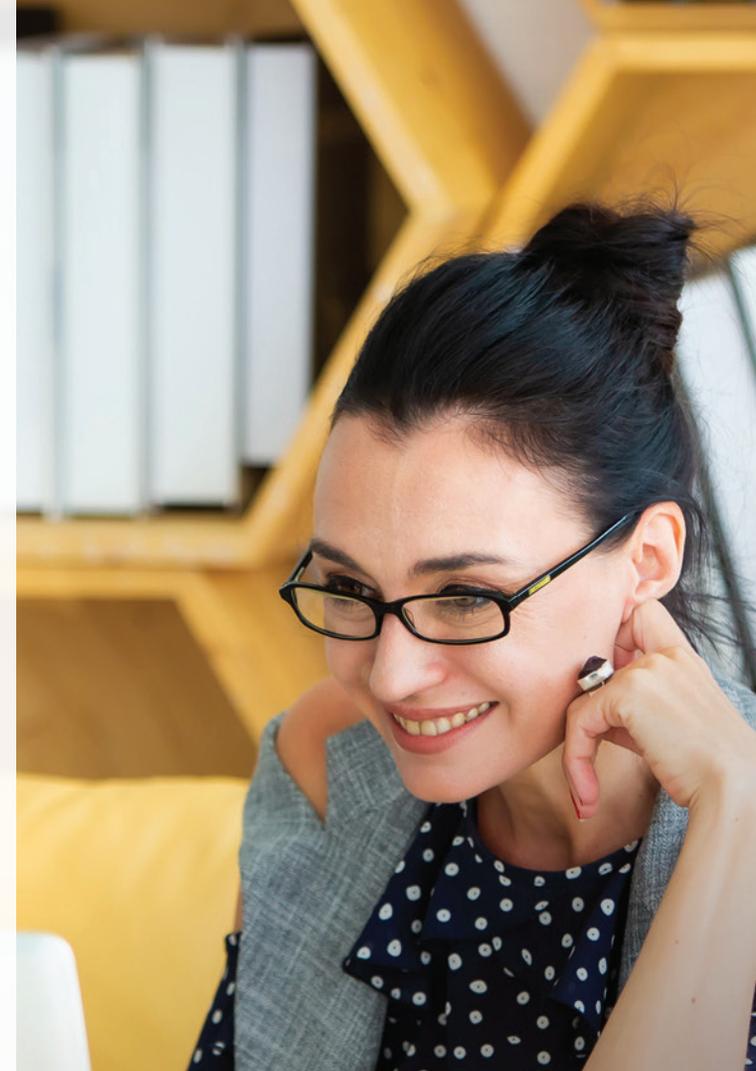
Is it a movement or a moment? This is the question posed by so many as conversations about race and equality gain momentum, quiet down, and then start up again. For those impacted by it, racism has never ebbed and flowed. It is a constant reality. But in recent months, conversations and requests for education on diversity, equity, and inclusion (DE&I) across organizations have intensified. [Read >](#)

## Programs

- **Unconscious Bias:** Build critical self-awareness by uncovering potential bias blind spots, introducing a language to discuss inclusion, and providing practical, easy-to-apply ways of being that contribute to an inclusive culture.
- **Microaggressions:** Develop the ability to address microaggressions and micro-inequities through reflective question models, and learn how these experiences affect individuals personally and professionally.
- **Inclusion & Belonging:** Leaders learn how to move beyond surface-level conversations to self-reflection in order to develop their skills in creating inclusive environments. This program also creates a launching point for awareness and new habits so that leaders can have an impact at work and beyond.
- **Inclusive Talent Management:** Leading Talent Management practices that foster diversity and inclusion is far more complex than ever before. Leaders and talent management professionals will evaluate their current organizational landscape across specific areas of talent management to determine next steps for improvement and enhancement.
- **Allyship:** As leaders shift from reactive to proactive efforts across the landscape of diversity, equity, & inclusion, allyship becomes increasingly important. Allyship requires leaders to actively advance the culture of inclusion and break down social injustice through conscious, intentional, and purpose driven work, especially in support of those that are marginalized. In collaboration with others, you will define behaviors, evaluate your organizational culture, and establish an action plan and personal mission statement to drive success as an ally.

- • • Offer your leaders the opportunity to maximize their skills and create a culture of inclusivity.

For more information, please visit [www.gpstrategies.com](http://www.gpstrategies.com).



[gpstrategies.com](http://gpstrategies.com)

1.888.843.4784

[info@gpstrategies.com](mailto:info@gpstrategies.com)

GP Strategies World Headquarters  
70 Corporate Center  
11000 Broken Land Parkway, Suite 300  
Columbia, MD 21044 USA

