

*Is there something you've forgotten?...*

# 10 often overlooked drivers of workplace inclusion

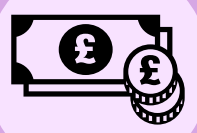


## Neurodiversity and Cognitive Inclusion

Creating inclusive spaces for neurodivergent employees involves rethinking communication styles, office environments, and workflow processes to suit and embrace different cognitive styles.

Socio-economic inclusion involves more than just wage equality; it's creating pathways for those from disadvantaged backgrounds to thrive in workspaces that are traditionally dominated by the middle and upper class.

## Economic and Class Diversity

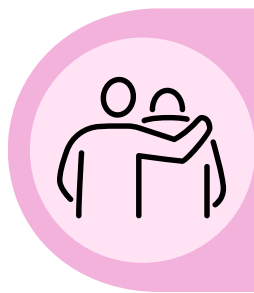


## Inclusive Leadership Development

Creating more equitable systems for leadership development—such as mentorship programmes specifically designed for underrepresented groups—can help foster truly diverse leadership teams.

Ensuring that people feel their cultural identities and practices are understood, accommodated and respected daily—not just during a holiday—builds a more inclusive environment.

## Cultural and Religious Inclusion Beyond Holidays

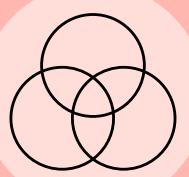


## Mental Health and Psychological Safety

Inclusive workplaces should address mental health openly and foster psychological safety—where employees feel safe to express ideas, concerns, and feelings without fear of retaliation.

Inclusive workplaces should consider policies that address the unique compounded challenges that arise from the intersection of more than one marginalised identity.

## Intersectionality of Marginalised Identities



## Bias in AI and Technology

AI systems can reinforce biases based on the data they're trained on, potentially disadvantaging minority candidates or perpetuating stereotypes. Prioritising fairness in tech systems ensures inclusivity at a structural level.

Microaggressions, assumptions, and exclusionary language can alienate certain groups. Cultivating a culture of inclusive language that considers tone, assumptions, and accessibility is crucial.

## Inclusive Language and Communication



## Supporting Caregivers and Families

Inclusive workplaces recognise that caregiving is a shared societal responsibility and support employees in balancing work and caregiving demands.

Ensuring all materials, systems, and processes are accessible to everyone can transform a workplace into a truly inclusive environment for people with disabilities.

## Accessibility Beyond Physical Spaces

