



# WORKPLACE ENSEMBLE

## *Integrated Approach for Building an Inclusive and Diverse Workplace*

Lately, awareness around the Black Lives Matter movement has caused organizations to reexamine how diverse and inclusive their teams really are. While there are available resources on the internet for starters, many organizations still need to do a lot of work internally. Becoming a more diverse and inclusive workplace should not only be a trend. Everyone, including the top management, should work to attain a truly inclusive and diverse workplace.

**We offer solutions and interventions across all levels of the organization from the rank and file staff to the top management leaders. Having everyone on board the Diversity and Inclusion campaign makes the program effective. Team members are able to perform better because they understand different perspectives and leaders are able to make better decisions.**

This program was created to leverage a diverse and inclusive workforce to achieve superior service to our nation. This program enables your top management to confidently navigate workplace land mines. Specifically, we aim to improve the following:

### **Diversity**

**Improve** the representation of diverse groups at all levels of the organization through talent acquisition and talent development practices.

### **Inclusion**

**Create** an inclusive workplace that fosters innovation and promotes engagement through awareness and trainings.

### **Sustainability**

**Ensure** that diversity and inclusion is embedded in the organization's processes through the revision of policies and procedures and training process owners.

### **Communication**

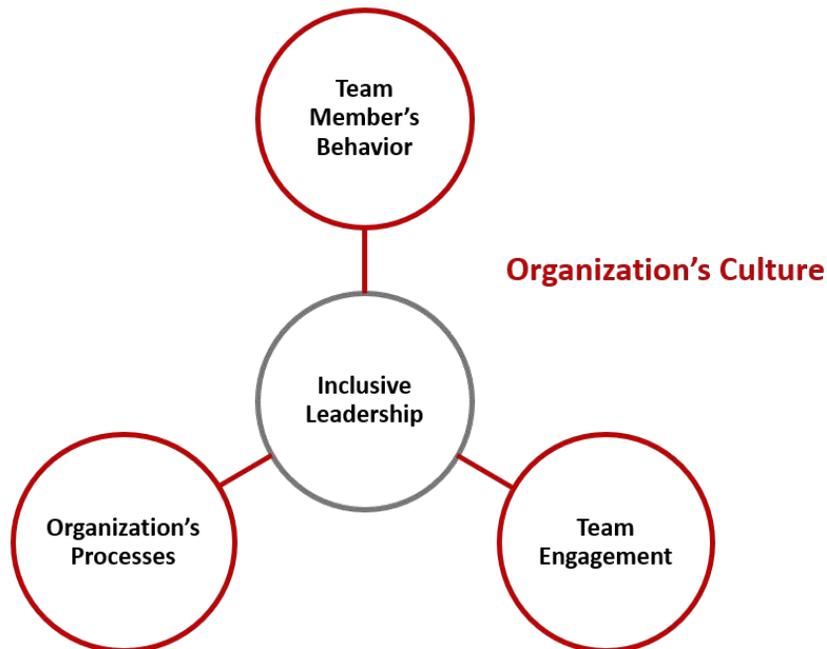
**Ensure** that diversity and inclusion initiatives, activities, and results are transparent to all key stakeholders.

### **Leadership**

**Guide** and improve decision making skills that will enable senior executive members to navigate through workplace land mines.



Everyone in your organization has a role in building a diverse and inclusive workplace, especially your leaders and senior management. Coaching executives is the center of our framework.



*When these components are modified and improved to create a diverse and inclusive workplace, overall, the organization's culture also becomes better.*

All of these components must be looked at internally and must be improved to achieve a diverse and inclusive workplace.



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Dr. Cherry advances healthy cultures, people, and processes through innovative behavior change services and science-based technologies. With more than 24 years of expertise, she propels people, teams, and organizations to achieve their goals using her brain-based scientific approach.