

# The Centre for Global Inclusion

## Conscious Inclusion

Tapping into every employees potential!  
Achieving Exemplar Business Practice

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Founder and CEO







We are privileged to be working with some fantastic companies



The Goldsmiths' Company



MAYFAIR  
EQUITY PARTNERS



BAE SYSTEMS



COWI



dnata

Prysmian Group



BNP PARIBAS

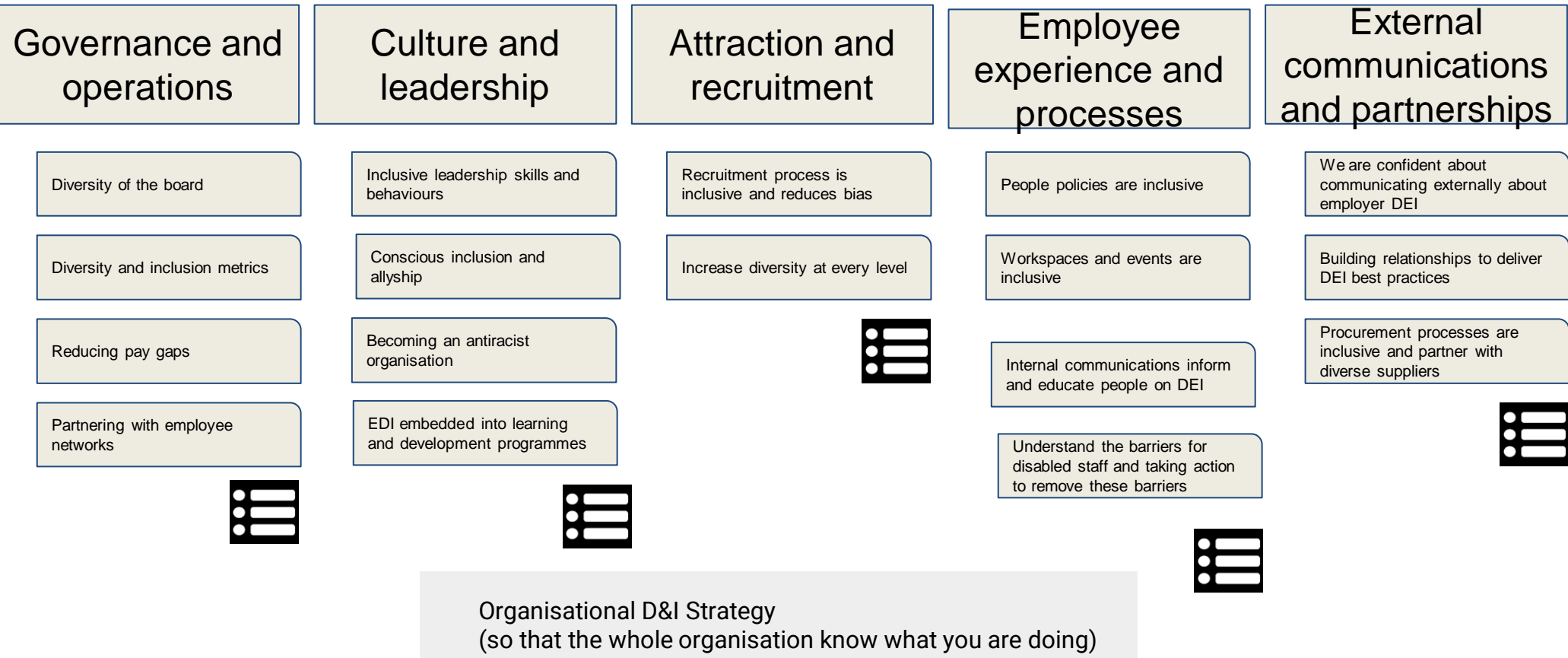


navca  
local focus national voice

StChristopher's  
More than just a hospice



# DEI Vision Statement and Targets





# GDEIB - 15 Categories in Four Groups

## **FOUNDATION** **Drive the Strategy**

- 1: Vision, Strategy, and Business Impact
- 2: Leadership and Accountability
- 3: DEI Structure and Implementation

## **BRIDGING** **Align & Connect**

- 8: Assessment, Measurement, and Research
- 9: DEI Communications
- 10: DEI Learning and Development
- 11: Connecting DEI and Sustainability

## **INTERNAL** **Attract & Retain People**

- 4: Recruitment
- 5: Advancement and Retention
- 6: Job Design, Classification, and Compensation
- 7: Work-Life Integration, Flexibility and Benefits

## **EXTERNAL** **Listen to & Serve Society**

- 12: Community, Government Relations, and Philanthropy
- 13: Services and Product Development
- 14: Marketing and Customer Service
- 15: Responsible Sourcing



# Barriers to Inclusion



- Raising visibility, awareness of DE&I
  - Good practice
- Building Psychological Safety at work
- Lack of Inclusive Ecosystem
- Data – The importance of data in driving DE&I

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# Psychological Safety

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# The impact of Psychological Safety

- Psychologically safe workplaces promote healthier, more productive and more inclusive workforces.
- It provides an environment in which innovation can thrive and people can perform at their best.
- It creates an environment where people can bring their full contributions to work, every day.
- It gives every employee an equal opportunity to thrive, regardless of their situation.
- It has been proven to reduce staff turnover, as employees who feel psychologically safe in their team are less likely to quit their jobs.
- It will also allow creativity and innovation to flourish. Your employees will be more open-minded, creative, and able to find solutions.
- And when things do go wrong, they can be dealt with far more efficiently and effectively in a psychologically safe environment.



# What your team should say/feel

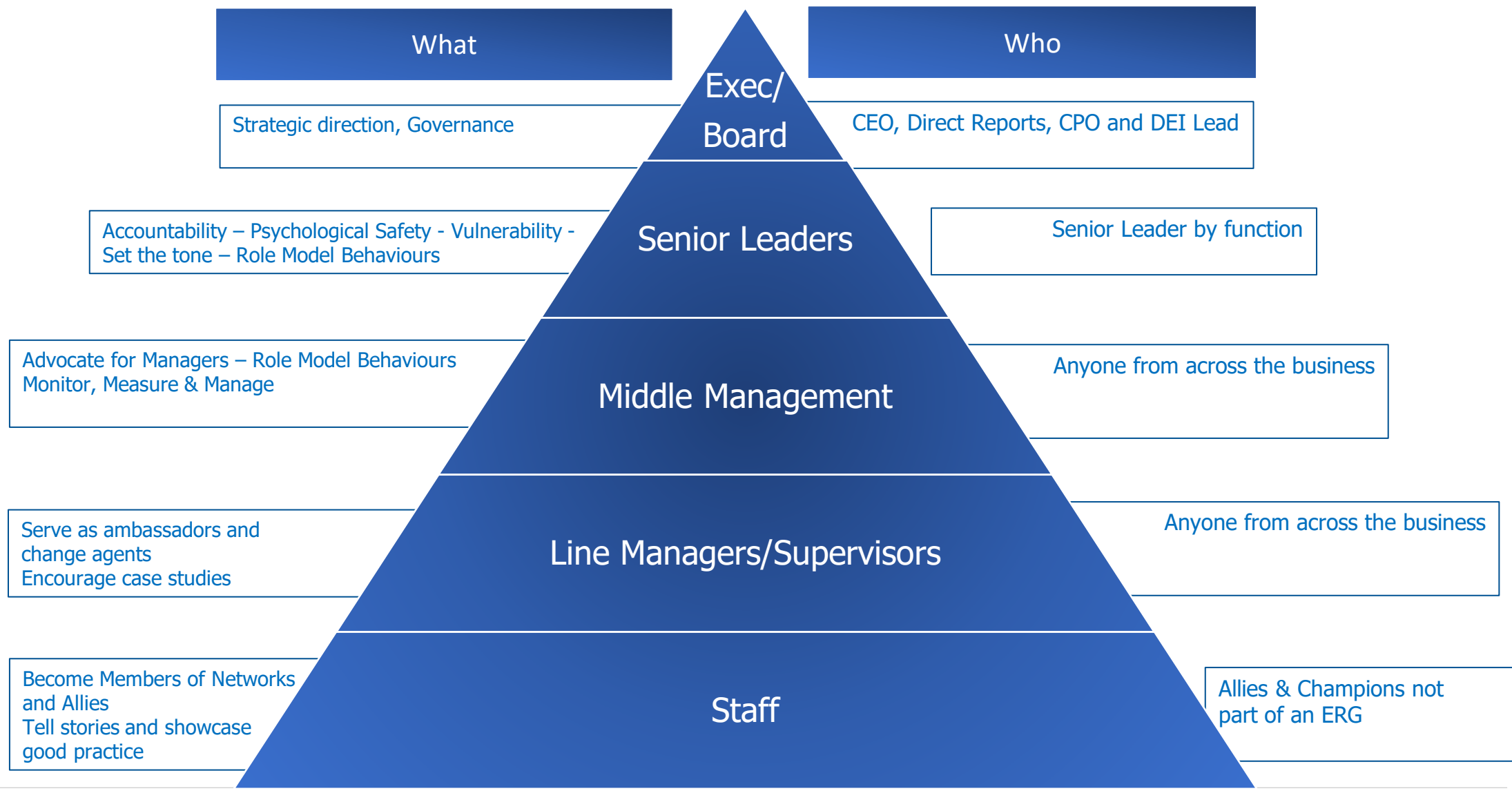
- I feel safe to take risks in this team
  - We openly share and learn from our mistakes
  - Questions are always welcome on our team
  - It's easy to ask my colleagues for help
  - My unique skills and talents are valued and utilized
  - It's okay to talk about health issues and burnout
  - I'm not afraid to ask questions and share my thoughts
  - I feel welcomed by my team
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Conscious Inclusion

# Inclusive Ecosystem





# Creating an Inclusive organisation where everyone is responsible for driving Inclusion

- **Inclusive Policy and Regulation** - Identifying new markets to tap into
  - **Inclusive Leadership** - Model Inclusive Behaviours and accountability
  - **Inclusive Management** - Managing diverse teams inclusively
  - **Inclusive HR** – Inclusive recruitment, Inclusive Retention and Inclusive development and Inclusive Progression
  - **Inclusive Marketing** – Reaching diverse audiences internal and External
  - **Inclusive Communications** – Using language that's appropriate to the audience
  - **Inclusive Learning & Development** – Blended approaches that recognise the different learning styles of the audience
  - **Inclusive IT** - Accessible and Adaptive
  - **Inclusive Procurement** - Diverse suppliers
  - **Inclusive Customer Service** - Recognising the needs of customers
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# **The Importance of Data**

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# Example of impact of collecting data

Are you SERIOUSLY thinking of leaving the organisation BECAUSE you don't feel respected or that you belong here?

Example ROI calculation:

You employ 1000 people

40% of your workforce are women (400 people)

10% of these women (40 people) are seriously thinking of leaving

Average salary for these women is £32,000

Therefore, cost of turnover is £662,000

Think about:

Recruitment costs

Unfilled role opportunity cost

Ramp up time opportunity cost

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How does this compare to cost of an intervention to prevent these women from leaving the business?

# Quick Wins





# Inclusive Behaviour

Learn:

- Learn about someone else's culture
- Ask a team member if they are OK!
- step back and consider team diversity
- Consider vegetarians and non-alcoholic drinkers at your next event
- Invited junior team member to a meeting with a client or senior leader
- Adapt your leadership style
- Participate in diversity and inclusion programmes
- Value different perspectives
- Smile
- Be a champion of work life balance
- Put yourself in someone else's shoes





# Inclusive Behaviour

Be:

- Curious about people
- encourage contributions from others meet people halfway
- Support others in achieving their goals
- create opportunities for in achieving their goals
- Walk the talk
- Create opportunities for others
- Be accountable
- Learn to see yourself as Learn to see yourself as doesn't see you
- Be unconditional listen unconditionally
- Make friends with someone different from you
- Challenge assumptions
- become a mentor or mentee



# Inclusive Behaviour

'Call in' non inclusive  
behaviour

- 'Call in' non inclusive behaviour
- Be mindful of your language
- Be just and compassionate
- Watch or read international news
- Eat lunch with someone new schedule meetings at inclusive times
- Leave your door open
- Exclude no one
- Know what your body language is saying
- Research judgement
- Say thank you
- Encourage different types of communication



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**THANK YOU**