

Empowering us to take control and be co-creators of an inclusive workplace

AHRI National Convention

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20 August 2024

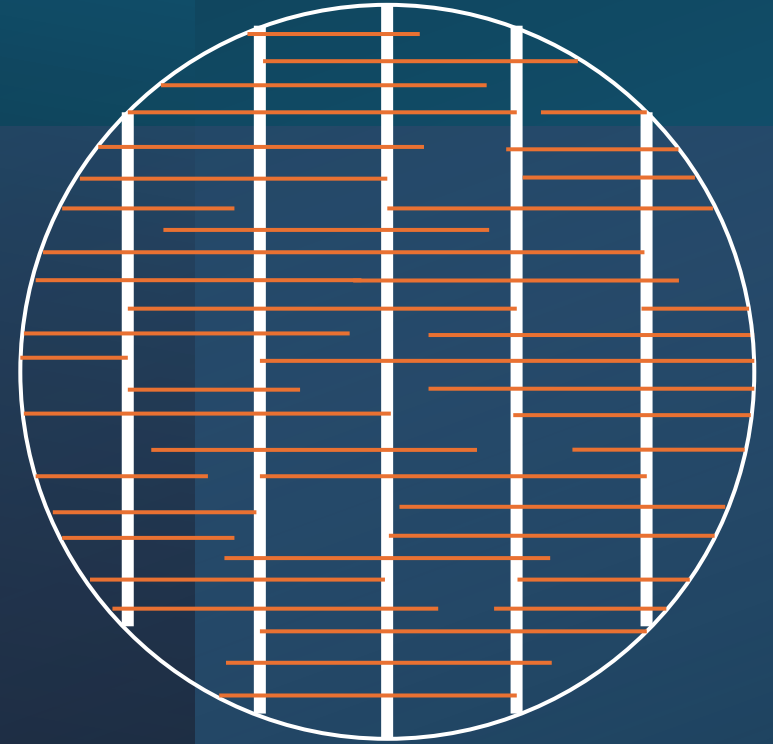




**Organisational DEI
infrastructure**



+ inclusive leadership



**+ inclusive coworker
behaviours**

Defining ICBs

Remember a time when a coworker made you feel highly included (ie valued and connected)

....

Think of one or two specific behaviours....



ICBs defined



Instrumental assistance

1. Nature of information
2. Style of interaction
3. Positive climate



Emotional bonding

1. Social interaction
2. Style and tone
3. Personal interests



Embodied connecting

1. Physical space
2. Body language
3. Bodily space

ICBs in summary



Instrumental
assistance



Emotional
bond



Embodied
connection

Insight 1: ICBs are universal,
everyday and real

Which behaviour
did you remember
the most?



Prevalence



Instrumental **a**ssistance

2



Emotional **b**onding

1



Embodied **c**onnecting

3

Deep dive



Instrumental assistance



Emotional bonding



Embodied connecting

Defining ECs

Think about something that happened in the last hour that made you feel included in terms of an EC....



Prevalence



Instrumental **a**ssistance



Emotional **b**onding



Embodied **c**onnecting

2

2

1



Insight 2: ICBs are informed by
fleeting but meaningful ECs



Extension

1. In pairs, what did you do recently (today/yesterday) to make a peer feel included?

Provocation

How many people observed someone else doing an ICB today/yesterday?

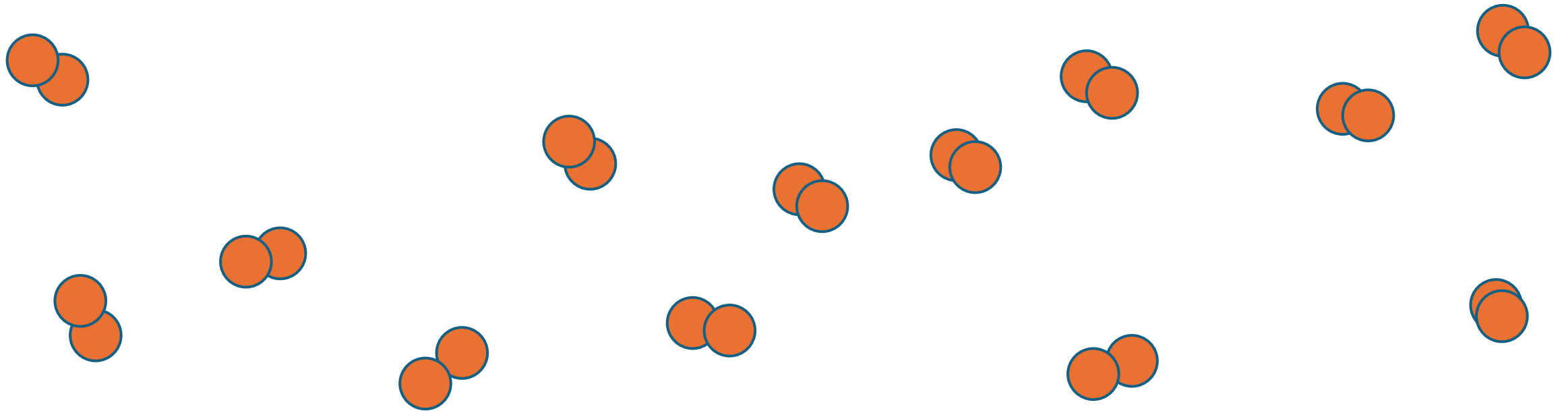




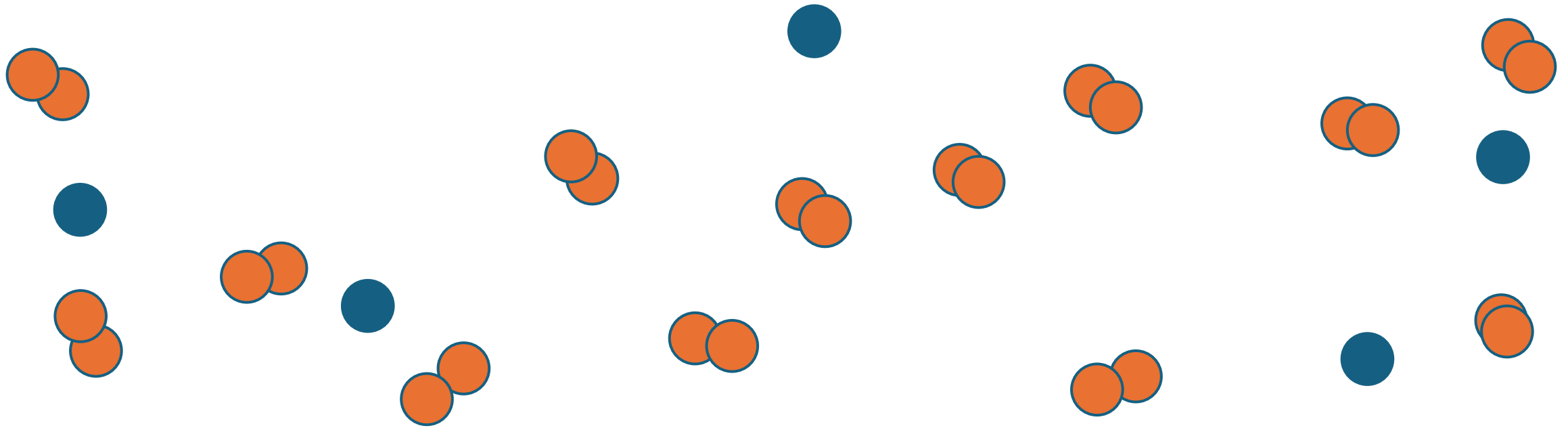
Insight 3: Our personal focus is
often narrow and we miss the
bigger picture

If we were to open up
that focus, what would
we see?





Lots of ICBs



5 x more ICBs than ECBs

Why do we do ICBs?



Insight 4: People want to include
and be included

Insight 5: ICBs are empowering

Why does this matter? Upside



**Positive affect,
motivation, energy**



**Open communication,
trust**



**Learning and
development**

Insight 6: ICBs lift personal and team performance

But...imbalance



Why does this matter? Downside



**No or limited
communication**



No effort or interest



Lack of growth

Insight 7: ICBs are not evenly distributed

Insight 8: Coworker relationships
matter more than we give credit to

In summary

Insight 1: ICBs are universal,
everyday and real

Insight 2: ICBs are informed by
fleeting but meaningful ECs

Insight 3: Our personal focus is
often narrow and we miss the
bigger picture

Insight 4: People want to include
and be included

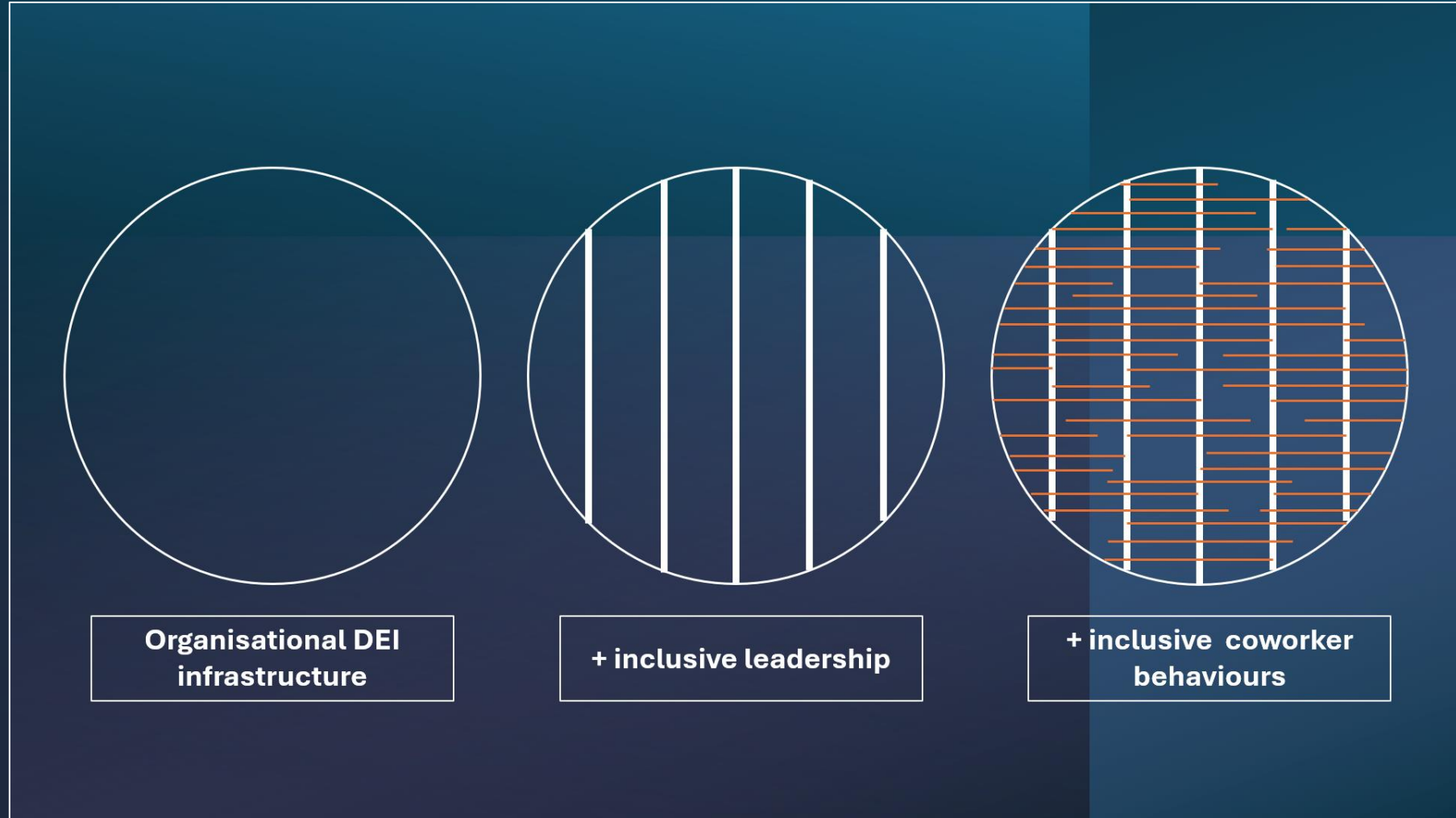
Insight 5: ICBs are empowering

Insight 6: ICBs lift personal and
team performance

Insight 7: ICBs are not evenly
distributed

Insight 8: Coworker relationships
matter more than we give credit to

Implications for practice



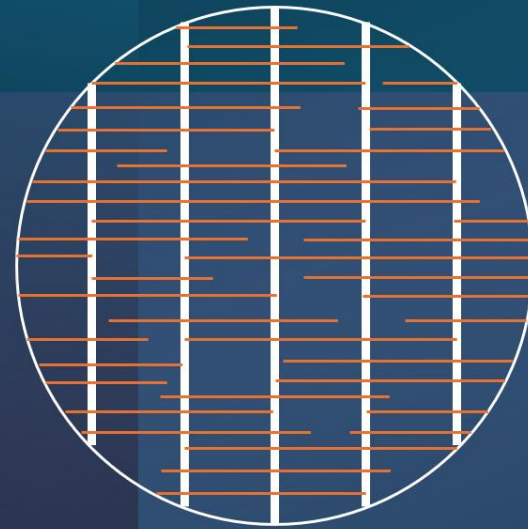
Kickstarter ideas



**Organisational DEI
infrastructure**



+ inclusive leadership



**+ inclusive coworker
behaviours**

GWF
George Weston
Foods Limited

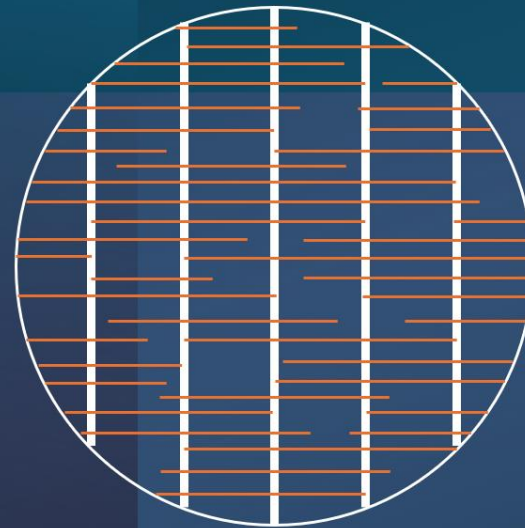
Kickstarter ideas



**Organisational
infrastructure**



+ leadership



+ coworker behaviours





Crowdsourcing ideas

Discuss in small groups how could these insights change your approach to practice?

Present back one or two interesting ideas.

Insights reminder

Insight 1: ICBs are universal,
everyday and real

Insight 2: ICBs are informed by
fleeting but meaningful ECs

Insight 3: Our personal focus is
often narrow and we miss the
bigger picture

Insight 4: People want to include
and be included

Insight 5: ICBs are empowering

Insight 6: ICBs lift personal and
team performance

Insight 7: ICBs are not evenly
distributed

Insight 8: Coworker relationships
matter more than we give credit to

In pairs, what is one thing
you will remember from
today ...

Bonus points and do?

