

## Learning Kit: *Inclusion & Engagement*

**Inclusion:** “all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”<sup>1</sup>

**Engagement:** “when a person shows up to work each day as their best self by passionately adding value, and proactively seeking to achieve their organization’s mission. Engaged employees demonstrate this through their interactions with coworkers, their attitude, and of course, their work.”<sup>2</sup>

Inclusiveness is part of who we are and our belief about how we treat one another. Did you know that it also drives key performance indicators? Common agreement exists among experts that when people feel included, valued and heard they are also more likely to be “engaged at a higher level within their organizations; and engaged employees are more present and productive; they are more attuned to the needs of customers; and they are more observant of processes, standards and systems. When taken together, the behaviors of highly engaged employees result in 21% greater profitability.”<sup>3</sup> High achieving organizations recognize both the humanity and the business imperative of treating people fairly and respectfully. To learn more about inclusion and engagement, checkout these resources.



### Inclusive Mindset

LinkedIn Learning – 00:55 hours



### Inclusive Leadership

LinkedIn Learning – 1:00 hour



### Leading Inclusive Teams

LinkedIn Learning – 1:00 hour



### Fostering Belonging and Diversity

LinkedIn Learning - 00:31 hours



### Diversity, Inclusion, Trust & Engagement

Article – 00:04 hours

References: <sup>1</sup>Society for Human Resources; <sup>2</sup> www.dignii.com; <sup>3</sup>www.gallup.com