INCLUSIVE TEAMS AT WORK

How to build an inclusive team and be an inclusive team member

# What is an inclusive team?

An inclusive team is one where a diversity of people (e.g. from different ages, cultural backgrounds, races, genders, disability status):

* are respected and valued team members
* are connected to their team
* can contribute and progress at work.

# Why are inclusive teams important?

Inclusive Teams are good for employees. If you work in an inclusive team, you are:

* 8 times more likely to be very satisfied with your job.
* 3 times more likely to stay with your organisation.
* 6 times more likely to feel work has a positive impact on your mental health.

Inclusive Teams are good for organisations. If you work in an inclusive team, you are:

* 10 times more likely to be innovative
* 4 times more likely to provide excellent customer service
* 8 times more likely to work effectively together with your team.

# How can I build inclusion in my team at work?

DCA’s [Inclusive Teams at Work Toolkit](https://www.dca.org.au/wp-content/uploads/_pda/2024/11/DCA_Inclusive_Teams_Toolkit_Member_Only.docx) outlines 8 levers for creating inclusive teams for all employees. Start with Building D&I Literacy as this provides foundational knowledge which will help you explore the rest of the Toolkit.

1. Building D&I Literacy
2. Inclusive Communication
3. Inclusive Meetings
4. Inclusive Team Social Events
5. Flexibility
6. Allyship
7. Inclusive Recruitment
8. Inclusive Leadership.