

# 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
-  6 times more likely to feel work has a positive impact on your mental health
-  3 times more likely to stay with your organisation

Inclusive Teams are **good for organisations**.

If you work in an inclusive team, you are:

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

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

DCA's **Inclusive Teams at Work Toolkit** 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.

