

Strategies for Creating a Fully Inclusive Workplace

Linda F. Willing

RealWorld Training & Consulting

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- < Welcome all new members to the department. End hazing of new members in all its forms.
- < Think creatively about mentoring programs.
- < Negotiate contracts and agreements that reflect the needs of all members.
- < Learn how to mediate disputes and find common ground.
- < Make it possible for individuals to speak up when something bothers them.
- < Break down barriers to involvement in special teams, advisory boards and other special assignments. Do not allow the same people to do everything.
- < Learn about difference. Ask respectfully about others' behavior or beliefs that you do not understand.
- < Stand up against harassment and unprofessional behavior. Let others know that their actions reflect directly on you.
- < Don't enable inappropriate behavior. Don't laugh at inappropriate jokes.
- < Recognize when group behavior is escalating dangerously. Be the voice of reason.
- < Actively participate in the development of good policies that prohibit workplace harassment or discrimination.
- < Insist on quality training in the areas of harassment prevention, communications, and conflict resolution for all department members.
- < Collaborate with department administration to create or improve officer development programs.
- < Take an active role to assist with recruitment and new candidate preparation programs.
- < Be an example in your own actions. Nothing speaks more forcefully to others.