

**My
Mentored
Learning**
2023

Fostering Cultures of Inclusion

Resources for People Leaders

Inclusive Cultures

Engaging questions for leaders to help initiate impactful and interactive dialogue with your team.

1. Can you share any instances in your work experiences where, as a minority, you have felt excluded or marginalized? What were the specific circumstances, and how did it affect your overall work environment?
2. Have there been any learning experiences or training initiatives that have helped you increase your inclusive competency? Could you share any insights or strategies that you found particularly valuable in building a more inclusive mindset?
3. Are there any specific suggestions or ideas you have for creating a more inclusive and equitable work culture? How do you envision our team actively embracing the work to build greater equality?
4. Can you recall any positive examples from your work experiences where you felt genuinely included and valued for your unique perspectives and contributions? What made those experiences different, and how can we replicate those aspects within our team?
5. What steps can we collectively take as a team to ensure that everyone's voice is heard and respected during meetings, discussions, and decision-making processes?

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6. In what ways can we improve our recruitment and hiring processes to attract and embrace a diverse range of candidates? Are there any modifications or strategies you propose to reduce bias and create a more inclusive talent pipeline?
7. How can we create an environment where each team member feels comfortable expressing their thoughts and ideas without fear of exclusion or judgment?
8. Have you encountered any barriers or challenges in openly discussing topics related to diversity, equity, and inclusion in our team? How can we create a supportive and respectful environment where everyone feels comfortable engaging in these conversations and expressing their perspectives?
9. Are there any learning resources, workshops, or training opportunities you believe would be beneficial for our team to enhance our understanding of unconscious bias, or cultural competence?
10. Have you encountered any barriers or challenges in openly discussing topics related to diversity, equity, and inclusion in our team? How can we create a supportive and respectful environment where everyone feels comfortable engaging in these conversations and expressing their perspectives?



These questions are designed to initiate an interactive dialogue with your team, fostering open and honest discussions about building a more inclusive and equitable work environment. Active listening and creating a safe space for sharing will be crucial in generating meaningful insights and actionable steps towards positive change.