Difference, Diversity, Inclusion:  
Hunt for Exclusionary Practices

Sometimes exclusionary practices exist, but we are so used to them that we don’t recognize them as such. Get together with several coworkers at your level in the organization. Plan to meet/call several times over the next couple of months. Your agenda is to root out any exclusionary practices no matter how subtle.

Research shows that women and minorities are less likely to get developmental feedback, and when they do it is less candid. On the climb up the corporate ladder, men are assigned the more difficult jobs, giving them more learning opportunities. Women and minorities participate less often in social gatherings where information is exchanged informally, new ideas are launched, and decisions are begun.

Meet with your coworkers and review all of your people processes in a systematic way. Look for exclusionary practices that may exist in your organization—formal and informal. If you discover any, correct them, of course. Report your findings to your supervisors to ensure the changes are permanent.