

CONVERSATION STARTERS:

INCLUSION

Conversation Starter: DoDD 1020.02E, Diversity Management and Equal Opportunity in DoD defines inclusion as outlined below. Many Components and Services may have their own definition or provide additional relevant information (linked in the resources section at the bottom). Consider asking members of your team if the inclusion definition resonates with them, then ask them why or why not.

Inclusion is...

Valuing and integrating each individual's perspectives, ideas, and contributions into the way an organization functions and makes decisions.

DoDD 1020.02E, Diversity Management and Equal Opportunity in DoD (June 1, 2018)

Scenarios for Discussion

Scenario 1

You and other leaders have worked hard to increase many types of diversity, to include demographic diversity and cognitive diversity, on the team over the past few years. You are encouraged about the progress that has been made thus far. A member of the team comes to you in confidence and shares that though they are happy that the team has become more diverse over the years, they do not feel included or like their voice is valued.

What next steps might you take?

Scenario 2

One way in which your team is currently measuring inclusion outcomes is to take note of who participates in what events and at what frequency. You notice that one member of your team never participates in any extracurricular events or team activities. You have invited them many times, and even planned events around what their expressed interests are, but they have still never participated.

Would you take additional action for inclusion, or have this team member's actions indicated they are not interested in participating?

Inclusion Activity

Directions:

Identifying actionable ways to increase inclusion is the first step to becoming a more inclusive, cohesive team. Take the space below to list 3 actionable ways inclusion might increase effective problem solving amongst team members, then use these ideas to engage in discussion about advancing inclusion on your team.

Action 1:

Action 2:

Action 3:



Additional Questions

1. What is your definition of inclusion?
2. What are the various outcomes of inclusive practices?
3. What inclusive practices have you seen be successful?
4. Has there been an experience where inclusive practices were not in place, but might have benefited the team?

Resources

[DoD Office for Diversity, Equity, and Inclusion](#)
[National Guard Bureau Diversity and Inclusion Strategic Plan](#)
[Air Force Instruction 36-7001](#)
[The Army People Strategy](#)
[Navy DEIA Glossary](#)

DoD 2040 Task Force - CAO 05/2023