

Belonging in the workplace

Building a culture of inclusion and belonging for all is critical for productivity, staff retention and ultimately business success.

Inclusion & diversity author and consultant, Richard Bateman, suggests we start with self-reflection.

Ask yourself about your own experiences of inclusion and belonging:

- Think about a time when you felt an absence of belonging – what happened, what did you feel, what was the outcome for you / for others?
- How about when you had a strong sense of belonging?
- What lessons could you draw from that to help with choices and decisions you may make in the future for the teams you lead and work in?

Then, invite your colleagues to do the same. When they have done so, have a discussion with them:

- Where is the team aligned?
- Where are there differences and outlying perspectives?
- What are the implications of this and what actions can you take together to enhance inclusion and belonging?



Richard Bateman, inclusion & diversity author and consultant

With over 20 years' experience as an HR Executive in global FTSE100 companies, Richard specialises in supporting leaders and their teams create thriving, resilient workplaces most recently at Rolls Royce and prior to that AstraZeneca and Deloitte.

He published his first book in 2020; **The Equality, Diversity and Inclusion Playbook.**



Leveraging legible design

Legible design - the clear and obvious purpose of a space - is central to workforce inclusion, well-being and engagement.

Research by Dr Mike O'Neill, author and founder of HumanSpace, shows that a feeling of control over the workspace reduces stress.

However, when people sense the space was not designed for them, they are trying to figure out the secret handshake. This becomes just another small unintended micro-aggression added to the stresses of daily life.

Technology and flexible work tools are key in giving users a sense of control - as is legible space design along with inclusion programs.



Dr Mike O'Neill, author and founder of HumanSpace.

Dr. Mike is an author and strategist who specialises in how to use workplace design to reduce stress and improve workforce performance. He founded HumanSpace to help businesses identify the workplace capabilities that are most important to employee wellbeing using AI including healthy buildings.

Dr Mike is also a co-author of The Healthy Workplace Nudge.



Moving too fast?

Easy-to-follow frameworks are used in many industries to help folks avoid mistakes, especially when engaging in fast-paced and demanding work.

Architect, research analyst and designer at Haworth, Priya Manoharan, believes that these frameworks can help improve belonging in the workplace by providing a blueprint for considerations. She highlights three key areas:

1. Intent vs. Impact

Make sure one translates into another by being clear about what you're looking to achieve. Think through potential blindspots at the outset.

2. Target vs. excluded community

Recognising perspectives from both the target and excluded community - ie all individuals who may be impacted by your product, service or content. Not just those front-of-mind.

3. Space for all

Consideration for the different ways in which people experience the built environment depending on their social, cultural and economic background.



Priya Manoharan, architect, research analyst and designer at Haworth

Priya is an architect specialising in translating organization needs, cultures and business visions into a tangible strategy. With a pragmatic approach, she helps organisations use design to drive belonging in the workplace.

