

# Inclusive team membership

**The goal of this workshop is to make a group of employees behave more inclusively towards each other.**



The work for equality and diversity can significantly improve the situation in an organization. However, these efforts don't always succeed in changing the attitudes among the staff. Without an inclusive approach it is difficult to create a workplace where everyone has got the same opportunities. Several subtle and exclusionary processes sometimes affect peoples' work relations, with the risk of discrimination and victimization.

During this workshop the participants learn how they can contribute to create an inclusive work climate. Inclusion is about showing respect and compassion. It's about opening your in-group to newcomers and show your colleagues a genuine interest.

We talk about unconscious bias and norms that govern our behaviour. During the workshop the participants become aware of different forms of exclusionary behaviours. They get the opportunity to practice counter-strategies that can be used when they themselves or their colleagues are excluded.

An effective way to increase employees' attitudes is to work on cases from the employees' reality, which the workshop leader has developed in consultation with representants from the employer.

In the next step, we build on the employees' will and own suggestions on how they want it to be at their workplace. Together we come to agree on what core values and social rules that are to guide our daily life at the workplace. The workshop leader make the participants agree on a common foundation of values. If the organization already have a value base or a Code of Conduct, the participants work to concretize it in behaviours. The result of this workshop is very much based on the participants' own hopes and wishes – what they want to change, but also what they consider as worth keeping, in terms good behaviour.

If the client so wishes we meet again. After a couple of months, we return to talk to the group to find out how everything has worked out. If there still are problems with exclusion, we continue working with them to find a solution.

## Target groups and purpose

The target group for this workshop are employees with various problems of interaction. This workshop has also been carried out with members of well-functioning teams, whom afterwards have become even better at including each other.

## Workshop leader



**PATRIK EDGREN** has worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman, the Equality Ombudsman and as a consultant for Equal Relations.

For eight years Patrik studied Sociology, Human Resource Management, Work Environment Management and Pedagogy at university level. He's got a master's degree in history and social science with a specialization in democratization processes.

During the 1990s, he worked on developing relationships and individuals of different youth groups. During the 2000s, he has been working exclusively with adult groups. Patrik is responsive and works with interactive methods to create the greatest possible engagement.

Equal Relations has worked with various working groups in a number of organizations with the aim of creating an inclusive environment and improved relationships. We've got good references.

### **Patrik Edgren**

Equality Strategist | [patrik.edgren@equalrelations.se](mailto:patrik.edgren@equalrelations.se) | Mobilnummer 0720 - 034 294

[www.equalrelations.se](http://www.equalrelations.se)

