



Creating inclusive workplace environment

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What we'll cover today:

- Understand the role of psychological and cultural safety in workplace inclusion
- Learn strategies to prevent discrimination, bias, and workplace harassment
- Explore ways to create an inclusive and supportive workplace for women of intersections.



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Inclusion in a workplace is achieved when a diversity of people (e.g. ages, cultural backgrounds, genders, perspectives) feel that they are:

Respected for who they are and able to be themselves;

Connected to their colleagues and feel they belong;

Contributing their perspectives and talents to the workplace; and

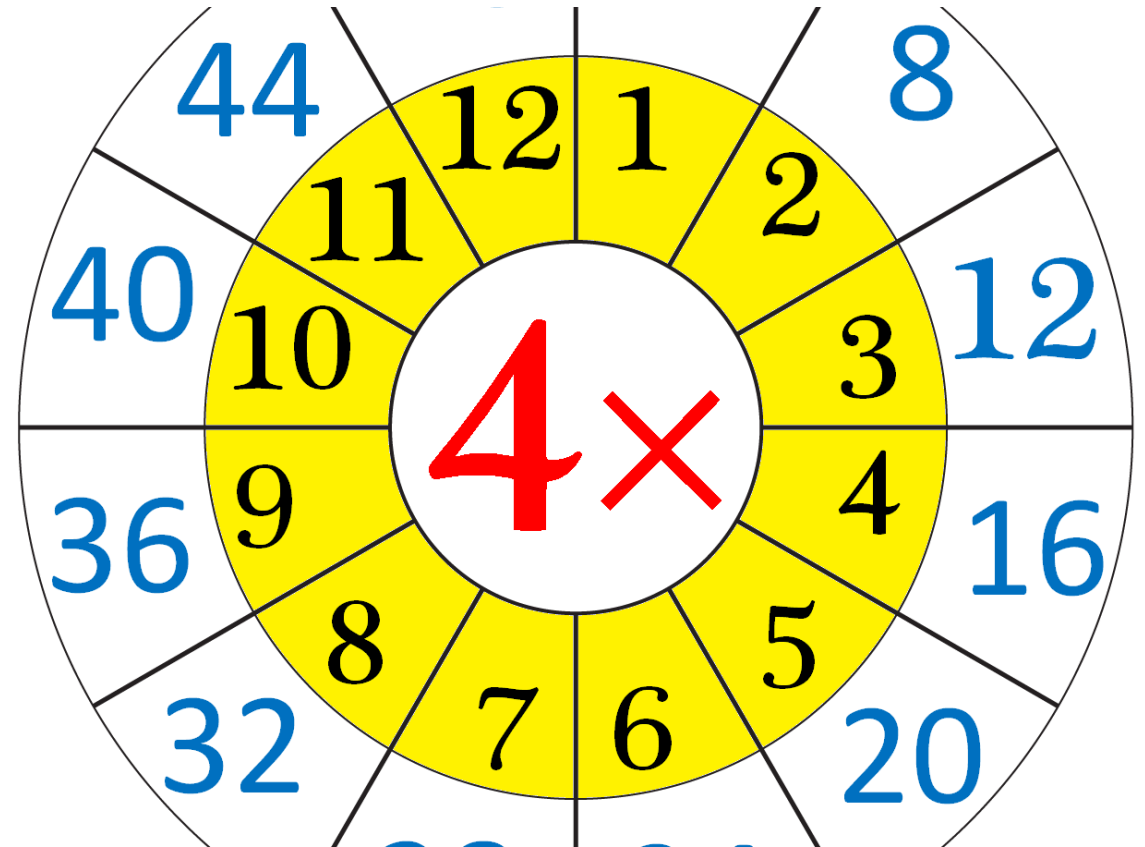
Progressing in their career at work (i.e. have equal access to opportunities and resources)

Inclusion isn't just ethical, it's essential

According to *Inclusion@Work Index 2021–2022* from Diversity Council Australia employees in inclusive teams are:

- **4× less** likely to feel work negatively impacts their *mental health*
- **4× less** likely to **experience discrimination or harassment**
- **4× less** likely to consider **leaving their job** in the next 12 months

Poor psychosocial safety costs Australian organisations billions annually





What is an inclusive workplace culture?

Inclusive workplace culture is deeply-rooted in respect for all people and their human rights regardless of gender, age, heritage and cultural background, skills, experience, work styles and ideas.

Who benefits from an inclusive workplace?

- * Inclusive approaches benefit **everyone**.
- * Particularly, current and future employees
- * It creates a more empathetic, understanding, and flexible work environment for all.

Case Study: Legalite



Case Study: Deloitte (US)



But isn't it expensive and resource intensive?

Some key principles of inclusion include:

- Universal accessibility
- Psychological and cultural safety
- Personalised support
- Systemic design
- Culture of inclusivity
- Continuous improvement



What is psychological safety?

“Psychological safety is the belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes ... When you have psychological safety in the workplace, people feel comfortable being themselves.”

*Dr Amy Edmondson, Novartis professor of leadership and management,
Harvard Business School*



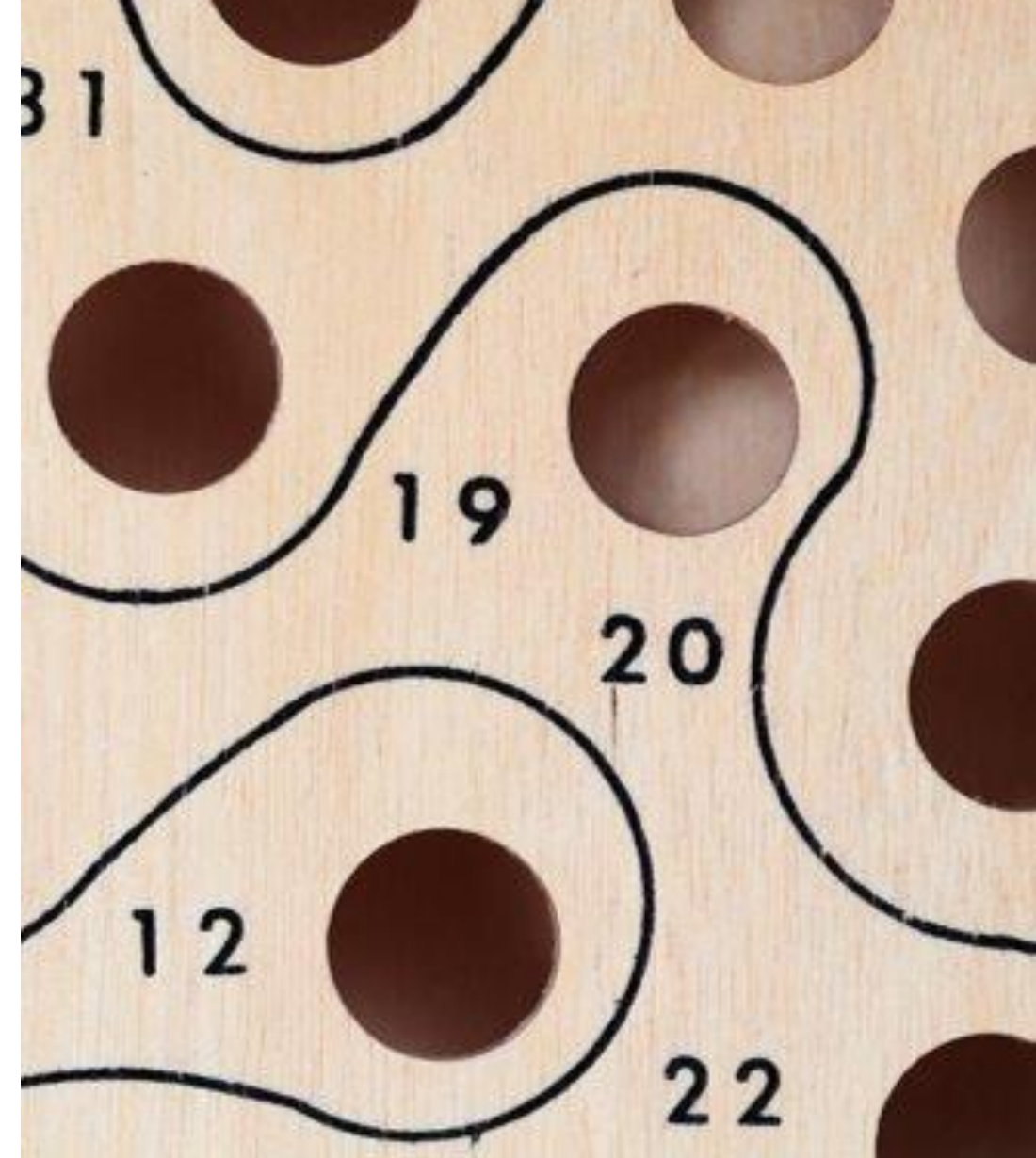
Psychological safety: tips

Ask: what did you learn?

Good management practices:

- establish clear norms and expectations so things seem predictable and fair
- encourage open communication and listen
- how appreciation and humility

Explain **why** employees voices matter and actively invite input



Moving to psychological safety

Focus on performance

Train individuals and teams

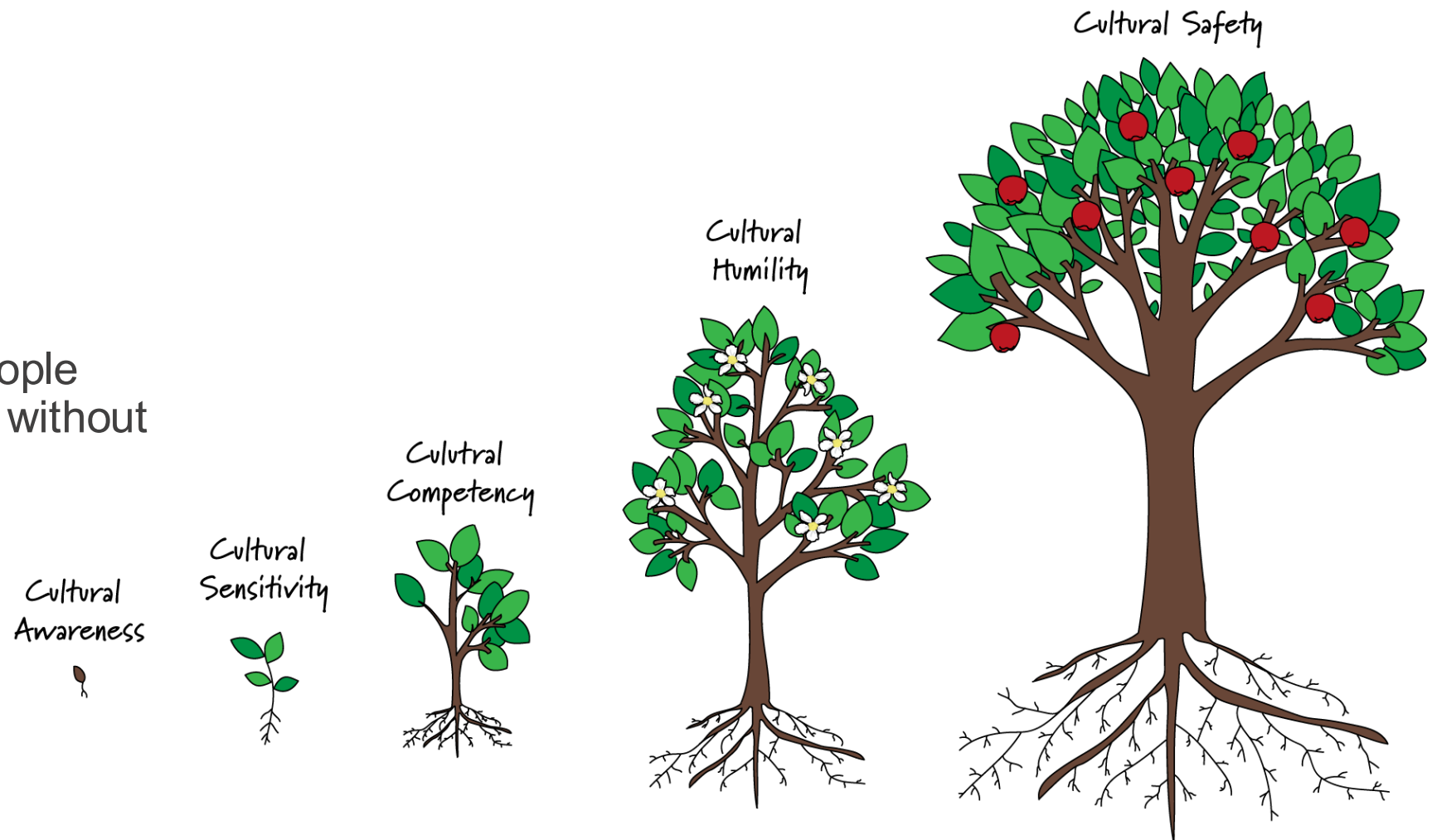
Incorporate visualisation

Normalise vulnerability in work



What is cultural safety?

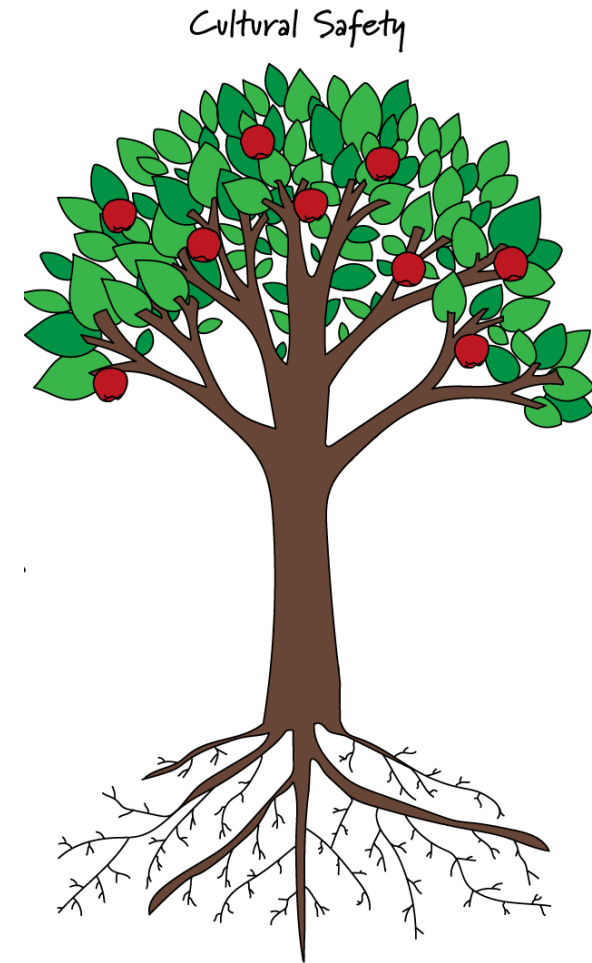
Cultural safety means people can express their identity without fear



<https://ecampusontario.pressbooks.pub/indigenoushealthandwellness/front-matter/welcome-and-introduction/>

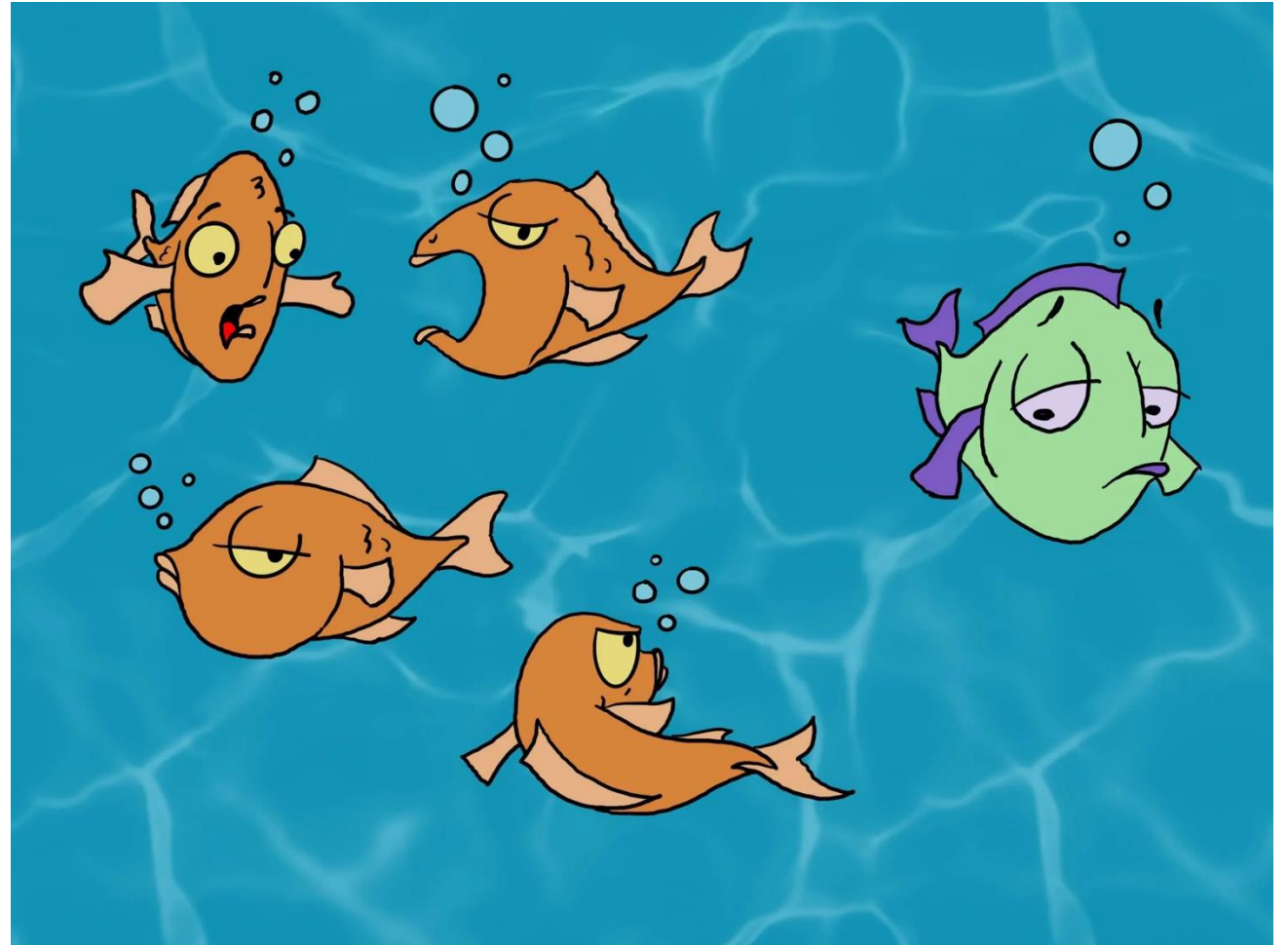
Questions that create safer, more inclusive teams

1. What helps you feel most respected and included in your work here?
2. What situations have made you feel you needed to hold back or minimise parts of who you are, and how did that impact you?
3. How can we make it easier for you to share your perspective or speak up in this team?
4. What systems, practices or norms do you think we could adjust so that everyone can participate fully?
5. How can I show up in ways that demonstrate meaningful allyship and support for you?

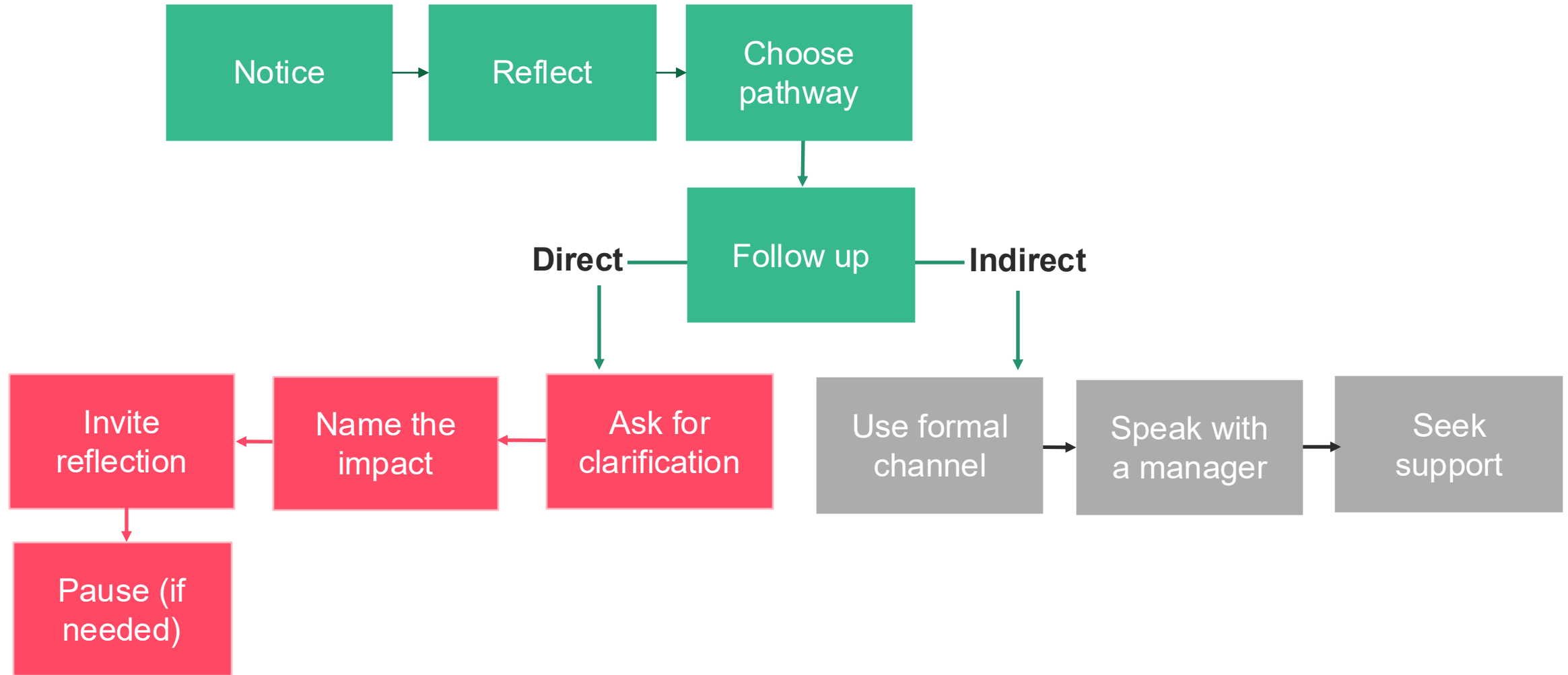


Barriers to psychological and cultural safety

- Unconscious bias
- Stereotypes
- Microaggressions
- Power imbalances
- Lack of representation
- Fear of judgement
- Inconsistent leadership
- Cultural misunderstandings
- Systemic barriers



How to address a microaggression?

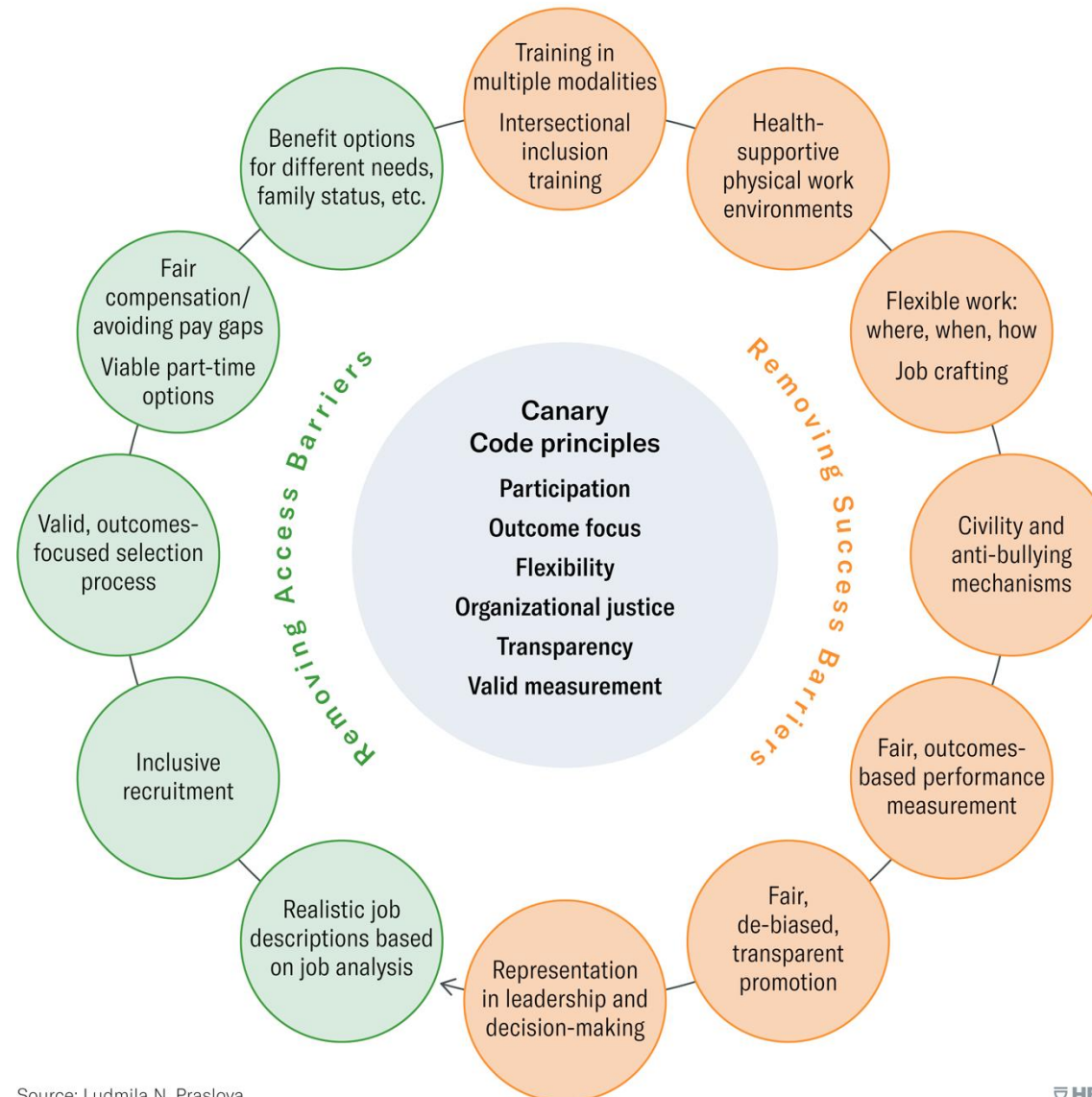


**What can you
do to be
more
inclusive?**

- ✱ As an organisation
- ✱ As a leader
- ✱ As an individual

The Canary Code for Building a More Inclusive Workplace

To help improve work experience and success for all, systemically embed inclusion principles into all talent processes.



Hiring: One size fits none

- Traditional hiring filters out talent, not in
- Timed tests & rigid interviews measure performance under pressure, not real capability
- Let the process flex to the person
- Offer multiple ways to demonstrate skills (portfolio, work sample, conversation)
- Inclusive hiring = broader talent pool + fresh perspectives



Flexibility

Schedules

Workload

Continuity

Meetings



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Meetings

A checklist that works for all

- A clear agenda
- Short
- Information in advance
- Reasonable adjustments
- Plain language
- Participation
- Equal speaking
- Psychological safety
- Learn over perfection
- Follow up
- Continuous improvement



Practical workplace strategies for inclusion and safety

Flexibility and
Fairness

Policies and
procedures



Transparent policies and
reporting pathways

Training and
development



Build awareness skills and
confidence for leaders and
staff

Bystander action
and allyship



Encourage colleagues to
speak up and support one
another

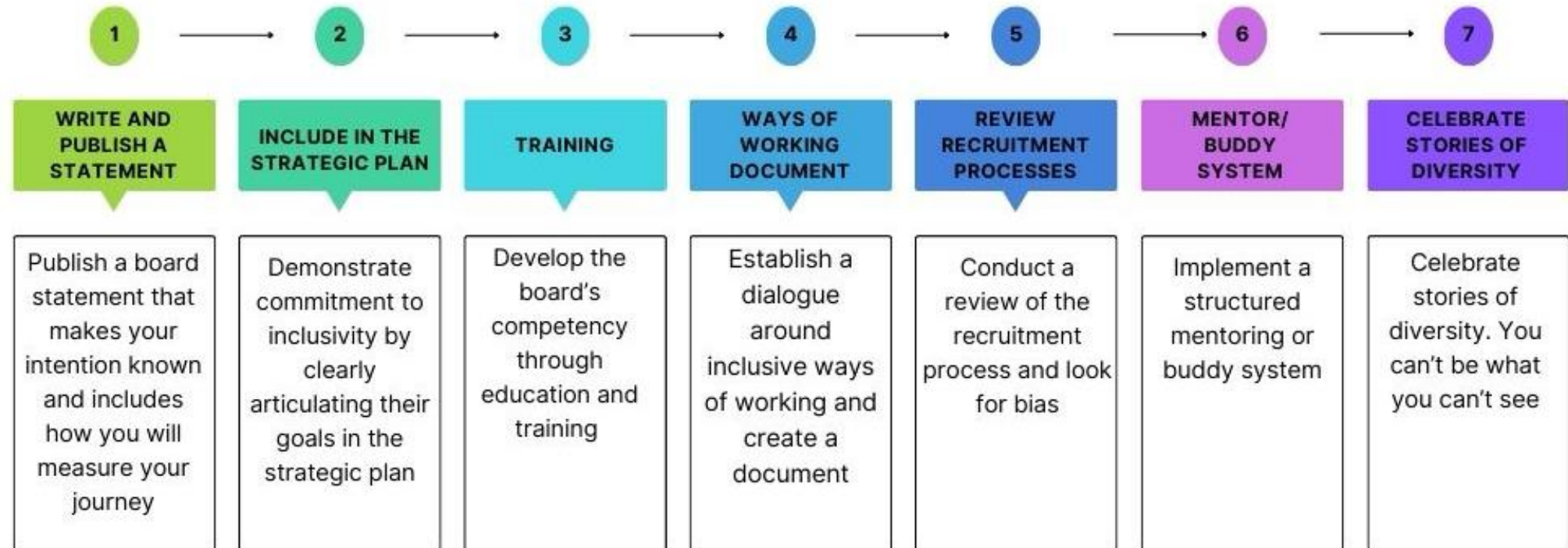
Meeting
practices

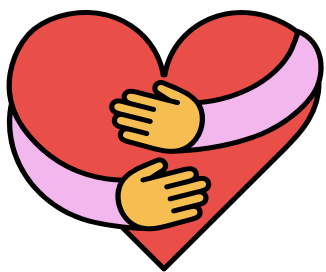


Rotate chair and notetaker
Ensure voices are heard
Be mindful of language and timing
Ensure meetings are accessible

What can organisations do?

Demonstate your commitment





**Model self-care and
boundaries**



**Educate yourself
about inclusion and
structural barriers**



**Use inclusive
language**



**Recognise people as
unique with
individual needs**



**Challenge stereotypes
and myths**

Ways to be Inclusive as an individual



**Advocate for flexible
working environment**



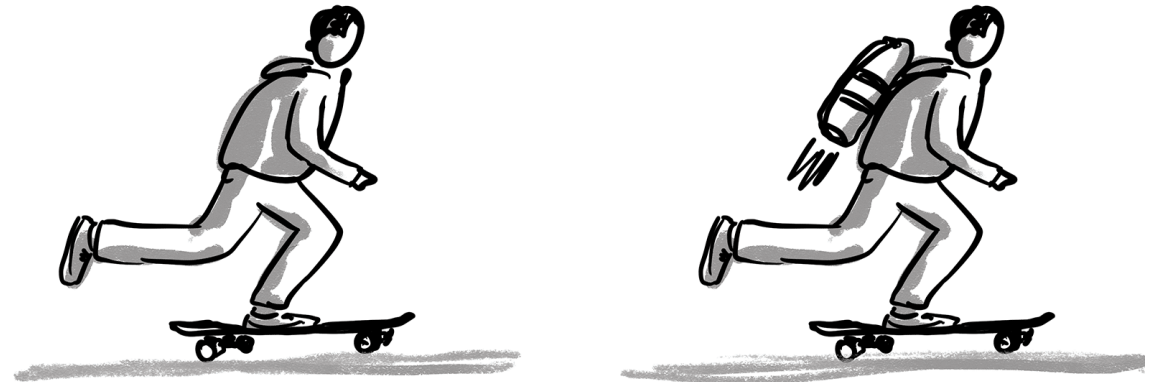
**Celebrate individual
strengths**



**Listen without
judgement or
assumptions**

Start small and scale

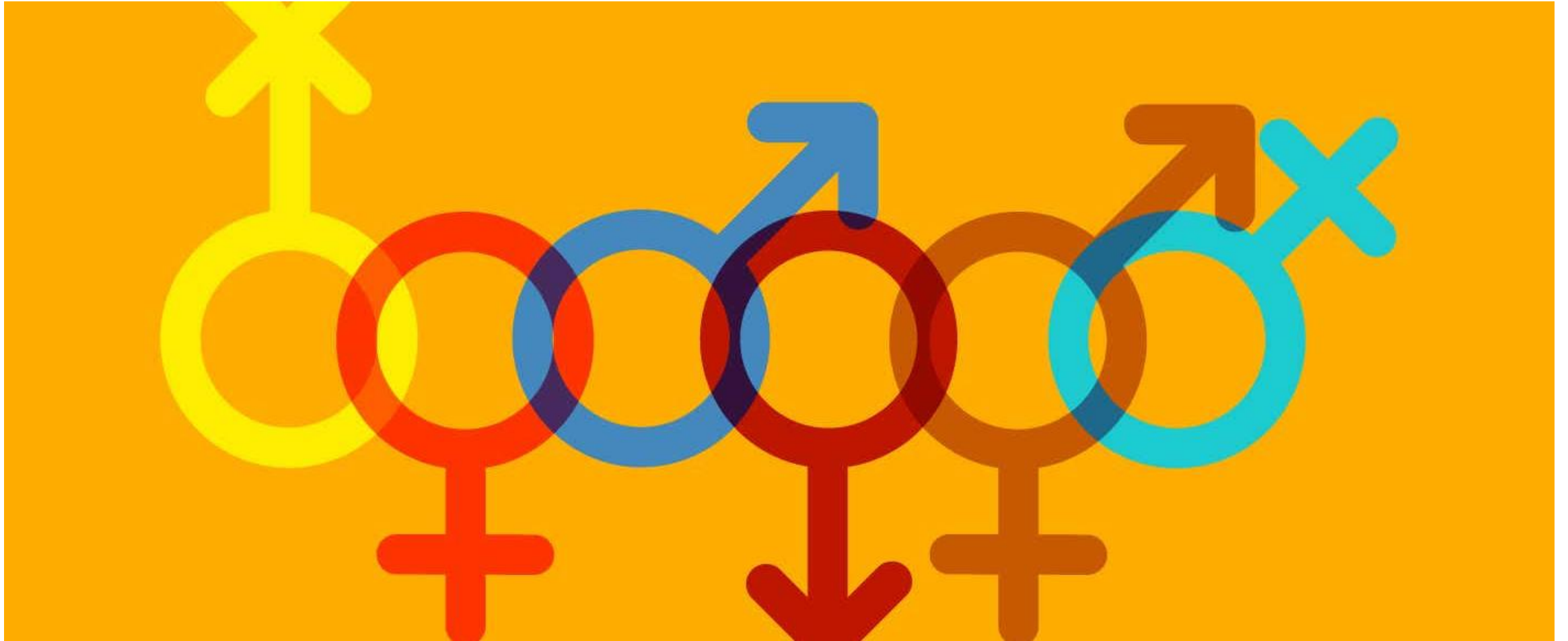
- Start small and scale intentionally
- One team or department
- Measure impact
- Embed into existing structures
- Align with your mission



SMALL CHANGES CAN MAKE A BIG DIFFERENCE

WΔO

Questions?





<https://www.surveymonkey.com/r/2025JK-webinar>