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SKILL - Team spirit – DIB

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SKILL - Diversity, Inclusion & Belonging (DI&B)

- 1) **Aim** - Understand the essence of collective inclusion, belonging in work environment.. Anyone, any person, should feel equal in any collective environment. This includes a commitment to building a more inclusive society where everyone feels that they belong and that they matter.
- 2) **Objectives** –
 - a) Understand and learn the skill of Team spirit and why DIB is important;
 - b) To select several methods of developing everyone´s inclusion in the work team;
 - c) How to create a positive, emotionally including environment at the workplace.
- 3) **Content** –
 - What is DIB;
 - Why it is important;
 - what to consider when thinking of inclusion in a team different members;
 - what methods can be used for skill development;
 - what risks must be faced when applying this skill in a collective;



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SKILL – DIB definition

Inclusion is about valuing people's unique ideas and lived experiences and ensuring they feel involved, respected, connected, and have their voice heard.



Belonging is about creating a culture where people can be themselves, have psychological safety, appreciate each other, and feel part of something

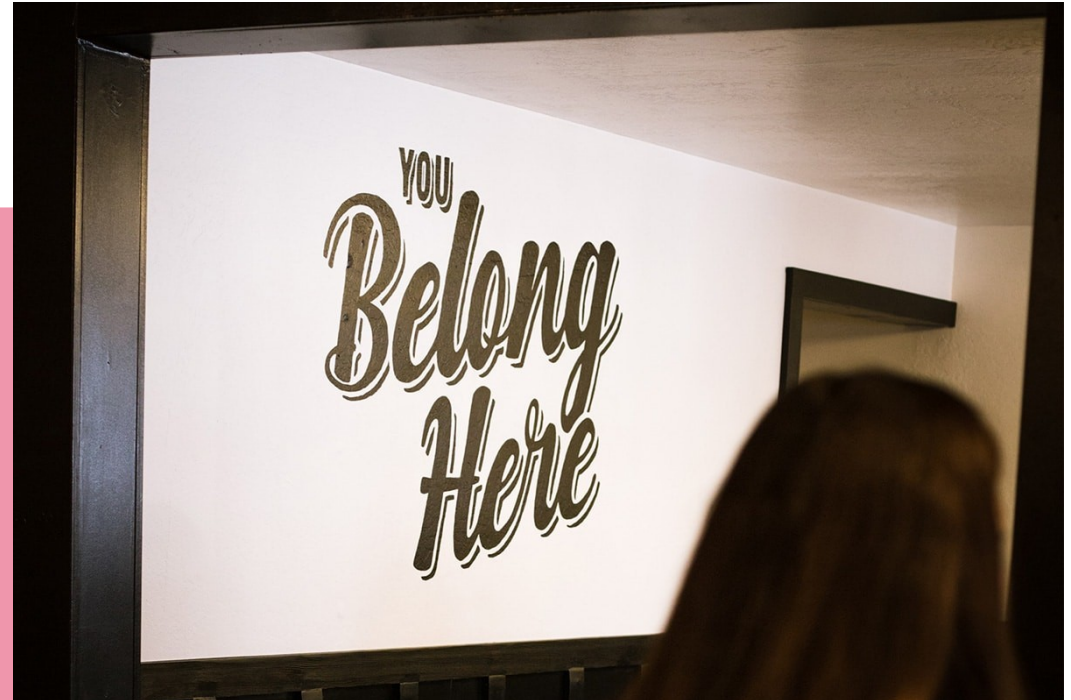
Diversity is about welcoming all the ways we are different (both visible and invisible) and promoting a wide range of different people and perspectives.

DIVERSITY, INCLUSION, BELONGING- why it is important?



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- Builds mutual trust
- Is a fundamental aspect for achieving the best results in any organization.
- Improves team performance
- Helps to clear misunderstandings
- Helps to bring out hidden talents
- Promotes workplace synergy
- Happier team members
- Enhanced personal growth
- The purpose of including someone or something as part of a group, list, etc. Is important;
- To boost team dynamics,
- Boosts team productivity
- Raises team innovation within organization.
- With DIB at the core ensure that each team member has equal opportunities to do their best work and feels valued.



Team spirit – DIB



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<https://www.youtube.com/watch?v=maw6hmlNh44>



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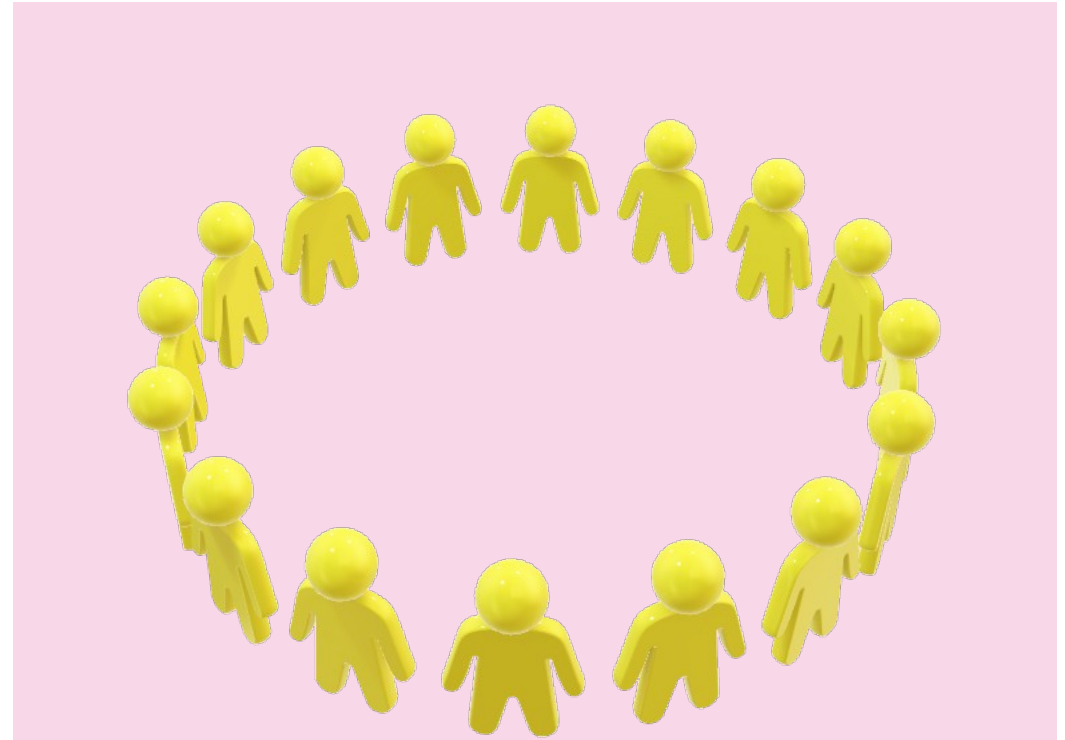
what to consider when thinking about this DIB in a team work?
How to prepare the work environment and what all employees should have the same information about:

All employees must have a clear company position on:

- Ethnic origin, nationality or race;
- Age;
- Disability, including mental health;
- Religion or belief, including the absence of belief;
- Marital or civil partnership status;
- Sexual orientation;
- Pregnancy and maternity;
- Gender reassignment;
- Sex;

And/or:-

- Class or socioeconomic status;
- Political belief;
- Being a carer.



IF NOT - DISCUSS IT, MAKE IT ALL CLEAR!

What can be done at work for better DIB development?



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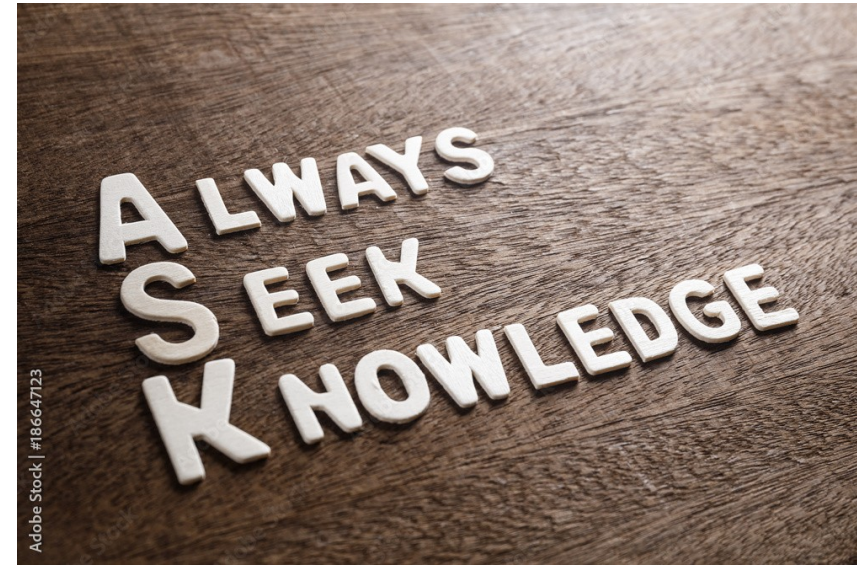


1. Create a transparent and honest culture.
2. Be an ally.
3. Acknowledge your unconscious bias.
4. Develop a remote work policy.
5. Create an agenda for meetings.
6. Name a meeting facilitator.

Important questions ask within team:



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Am I treated fairly and with respect?

- Am I paid fairly?
- Is there a sense of community?
 - Do I feel safe?
- Can I be my authentic self?
 - Do I feel like I belong?

SKILL - Team spirit – How to develop this skill?



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1. We listen to what everyone has to offer. Everyone has something valuable to offer and we give them our full attention without judgment.

2. We speak from the heart, not just the head. When we share our lived-experiences and feelings, not just opinions or advice, we offer something really meaningful.

3. We are kind to ourselves and each other. We take care of our own needs as well as the needs of others and commit to creating an inclusive, kind, and safe space for everyone.





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