

THE INCLUSIVE ORGANIZATION

DISCUSSION GUIDE





DISCUSSION GUIDE

The Inclusive Organization offers readers a roadmap to transforming workplaces. **Netta Jenkins** leverages her expertise to break down the complexities of workplace gaps and provides actionable insights for fostering environments where all employees can thrive.

This guide is designed to help readers unpack the book's key themes and apply its lessons to their organization and personal leadership journeys.

DISCUSSION QUESTIONS

- 1 How does Netta Jenkins define an “inclusive organization”?

- 2 What common misconceptions about inclusion does the book challenge?

- 3 Why do you think inclusion is essential for organizational success in today’s workplace?

ACTIVITY

Reflect on your own workplace: Share one practice or policy that you believe promotes inclusion and one that could be improved.

KEY THEMES

- Leadership ownership for inclusive practices
- Overcoming resistance to Inclusion efforts
- The impact of inclusive leadership on team dynamics

DISCUSSION QUESTIONS

1 What are the specific roles and responsibilities of leaders in driving inclusion?

2 How can leaders address pushback against Inclusion initiatives in their organizations?

3 How do inclusive leadership practices benefit not just employees but the business overall?



ACTIVITY

List three leadership behaviors or policies from the book that you found most impactful. Discuss how they can be implemented in your workplace.

KEY TAKEAWAYS

- Identifying unfair workplace systems
- Strategies for dismantling biases in hiring, performance reviews, and engagement surveys
- Aligning inclusive actions with business goals

DISCUSSION QUESTIONS

- 1** What systems in your workplace might unintentionally perpetuate inequity?

- 2** How does Jenkins suggest organizations can hold themselves accountable for systemic change?

- 3** Why is aligning DEI efforts with business goals critical for long-term success?

ACTIVITY

Perform a mini audit of a workplace process (e.g., hiring, promotion, feedback). Identify areas of improvement and brainstorm potential solutions as a group.

KEY THEMES

- Fostering trust, transparency, and belonging
- The role of managers in attracting and retaining talent
- Addressing employee needs and challenges

DISCUSSION QUESTIONS

- 1 What are the specific roles and responsibilities of leaders in driving inclusion?

- 2 How can leaders address pushback against Inclusion initiatives in their organizations?

- 3 How do inclusive leadership practices benefit not just employees but the business overall?

ACTIVITY

Create an employee engagement roadmap based on the book's recommendations. Outline strategies for fostering a more inclusive and supportive work environment.



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- 2** How does Jenkins suggest organizations can hold themselves accountable for systemic change?

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ACTIVITY

How does Jenkins suggest organizations can hold themselves accountable for systemic change?

KEY THEMES

- Fostering trust, transparency, and belonging
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- Addressing employee needs and challenges

DISCUSSION QUESTIONS

1

What was your most significant insight from The Inclusive Organization?

1

How can you apply the lessons from this book to your role or organization?

1

What are the immediate next steps your team can take to advance inclusion?

ACTIVITY

As a group, identify one key takeaway and create an action plan to implement it. Set specific, measurable goals and a timeline for evaluation.

ADDITIONAL RESOURCES



Join discussions on **LinkedIn** about **The Inclusive Organization** to connect with other readers.



Consider hosting a book club or workshop to dive deeper into the book's frameworks.



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By engaging with the ideas in **The Inclusive Organization**, participants can contribute to creating workplaces that are fair for everyone.

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