Addressing Bias and Inclusion

THE BUSINESS OF INCLUSION
Addressing Bias and Inclusion

why it matters?
Addressing Bias and Inclusion – Why?

Morally Right

- All created equal
- We all have the same intrinsic value
- Everybody matters
- It delivers justice
- It’s common humanity
- We are all human beings
Addressing Bias and Inclusion – Why?

- Creates community cohesion
- Makes for happier citizens
- Makes for healthier citizens
- People feel safer
- Individuals are able to find their place
- We get less conflict, disharmony and mistrust

info@andersonwalshspencer.org.uk
• Our society, communities and businesses are able to use the skills and commitment of more people more of the time
• People are prepared to go the extra mile when they feel included
• Enables our difference to make a difference
Addressing Bias and Inclusion – Why?

Avoids the cost of discrimination

- Fines
- Legal Fees
- Reputation
- Low staff moral
- Loss of contracts
- Management time
- HR time
Addressing Bias and Inclusion
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The Performance Formula

\[
\left\{ \begin{array}{c}
k \\
s \\
+j \\
\end{array} \right\} \times a^{t} = p
\]

info@andersonwalshspencer.org.uk
The Performance Formula

\{ k + s + j \} \times a = p

(Knowledge plus Skills plus Judgement) Multiplied by Attitude To the power of Treatment Equals Performance & profit

info@andersonwalshspencer.org.uk
The Performance Formula

is for treatment
The Performance Formula

\[ t = b + c \]
Integrating the staff
Developing the staff
Enabling managers to lead diverse staff teams
Aligning the staff to the organisation and the organisation to the staff
Sustaining the change

I D E A S

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Next Steps to implement IDEAS

- Continue
- Start
- Stop