



NCR Diversity and Inclusion

Latest News and Bulletin Updates

Why Inclusiveness Matters

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Ten Characteristics of an Inclusive Organization

1. It accepts diversity and inclusion as a way of life.
2. It evaluates individual and group performance on the basis of observable and measurable behaviors and competencies.
3. It operates under transparent policies and procedures.
4. It is consistent in its interactions with everyone.
5. It creates and maintains a learning culture.
6. It has a comprehensive and easily accessible system of conflict resolution at all levels.
7. It recognizes that it is part of a community that it serves.
8. It lives its mission and core values.
9. It values earned privilege over unearned privilege.
10. It accepts and embraces change.

Does your unit meet the characteristics of an inclusive organization?

Lt Col Bonnie Braun
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What Is Inclusive Leadership?

Inclusive leadership involves giving a voice to team members who may have previously felt marginalized, disengaged, or that their opinions were not valued. People perform better and are more adaptable when they feel included and respected.

Teamwork

When each team member is understood and included in the group, they become more motivated to put in their best efforts for each other. The sharing of ideas improves, as do the quality of work and efficiency of the team.

Transparency

Transparent communication is critical to having a highly functioning team. The more information is shared throughout the team, the better aligned and motivated everyone is when collaborating together.

Growth Mindset

When every team member feels included at work, they are more eager to invest in their role and career. When an individual in a team grows in skills and abilities, the whole team benefits.

Inclusiveness Spotlights

Candice Morgan

Diversity and inclusion doesn't stop with hiring. No one knows this better than the [Pinterest's](#) head of diversity & inclusion. Beyond increasing the social network's hiring rate for women by 26% in 2017, Morgan also helped the launch of key product features to make Pinterest a more inclusive platform. One of those product features enabled users of color on the platform to customize their beauty related search by their skin tone.

Caroline Wanga

As she moved up the ranks from intern to chief diversity and inclusion officer at [Target](#), Wanga experienced first-hand that not every voice is heard and treated equally. Under her guidance, the company rolled out its first-ever performance-based diversity and inclusion goals. These goals gave employees at all levels, especially those from underrepresented backgrounds, a platform to voice their feedback directly to the executive team.

Taqiq Meyers

During his time heading [Lyft's](#) diversity and inclusion efforts, Meyer understood that bias checking is essential to promoting inclusiveness among team members. He played an integral role in launching unconscious bias training programs at Lyft. These programs helped hiring managers and employees recognize and prevent implicit biases in interviews and at work.