

Deconstruct Your Policies to Reinforce Your Culture of Belonging



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**Why does
this matter?**

What assumptions do your policies, procedures, and systems make about employees and candidates?



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Principles
that
Promote
Belonging

Assess Representation

Learn about Barriers

Explore Outcomes

3 Big HR Policy Myths

Policies are for
compliance/discipline.

Policies must use
formal language.

More is better.

Policy Design for Belonging

- Start with your vision.
- Describe what you want to see.
- Change your tone.
- Prioritize transparency.



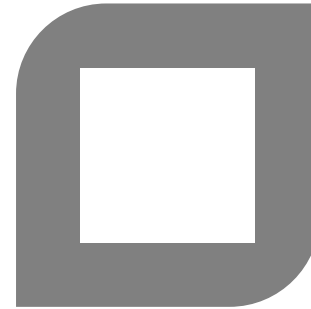
Inclusive Development Process



Explore and describe the intent.



Provide every impacted employee the chance to share their viewpoint.



Provide a framework to help employees weigh in.

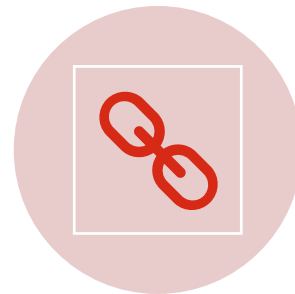


Create feedback loops & respond transparently.

Accountability Levers



Bring policies and procedures to life.



Link policies and systems together.



Identify who is accountable and how.



Leverage formal systems of accountability.

Equity Questions

What individual, systemic, or institutional biases and barriers influence this topic and what steps can we take to minimize these barriers?

How have we meaningfully included those most impacted in the discussion and decision?

How does this policy, procedure, project, or program create different outcomes for different [racial, gender, age, ability, religious, etc.] groups?

What are our goals of this decision/priority and how will progress be assessed? Who is accountable?

What have we done to incorporate diversity, equity, and inclusion into this process? What else can be done?



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