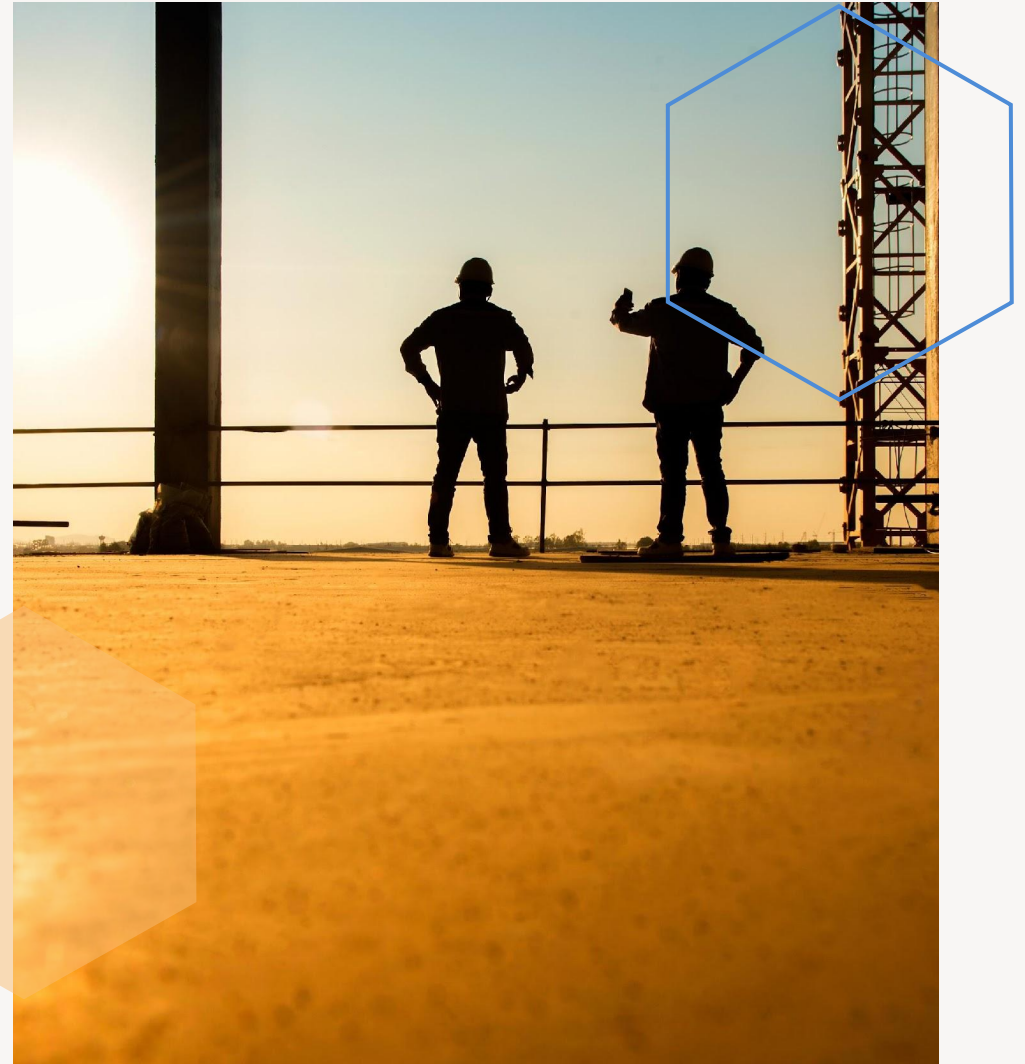


Inclusion

Actively Cultivating Participation on Your Teams

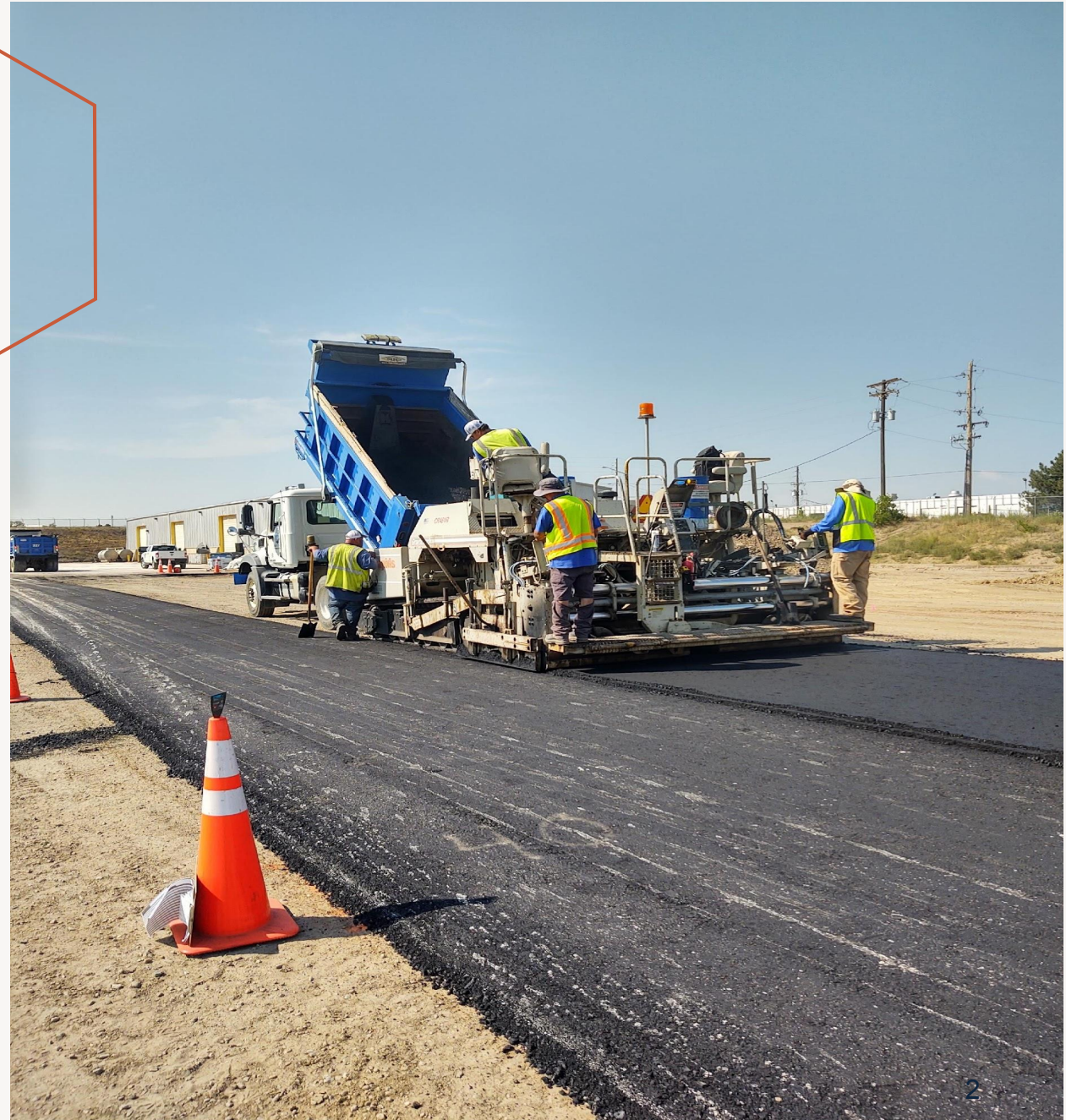
Brian Staley
Public Works Director
Adams County, Colorado



Learning Objectives

1. Understand the Importance of Employee Engagement in Inclusion
2. Recognize How Inclusive Leadership Enhances All Leadership Styles
3. Build Psychological Safety and a Culture of Respect in Politically Charged Environments

Inclusion: Actively Cultivating Participation on Your Teams



A decorative pattern of hexagons in various colors (blue, orange, grey, dark blue) and outlines, arranged in a staggered grid, primarily located on the left side of the slide.

Why Inclusion Matters

COVERING

The ways individuals downplay or hide aspects of their identity to fit into a dominant culture, especially in professional or institutional settings.

-Kenji Yoshino

VALUES

DIVERSITY	HOMOGENEITY
EQUITY	INEQUITY
INCLUSION	EXCLUSION
BELONGING	ALIENATION



Connections



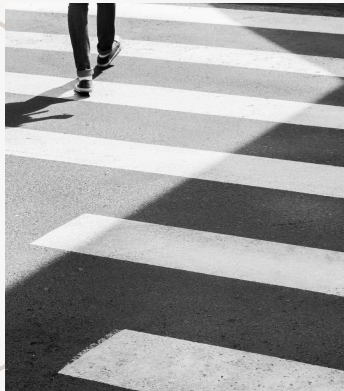
The Politics of Inclusion
Who's at the table?
Psychological Safety

Tactics of Inclusion



Time + Access

Training
Career
Progression



Follow-Through

Employee Surveys
Transparency



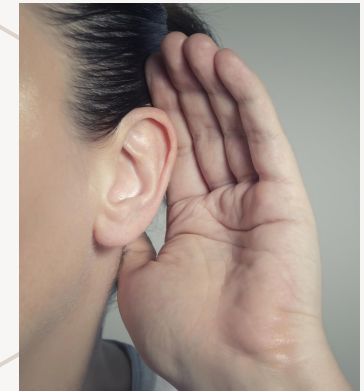
Meeting Norms

Warm Welcome
Active Listening



Job Descriptions

Removing Barriers
Say Who You Are



Listen > Talk

Ask, Don't Tell
Field Professionals

Leadership Styles

Classic Leadership Styles

Contemporary/Adaptive Leadership
Styles

Emerging & Specialized Leadership
Styles





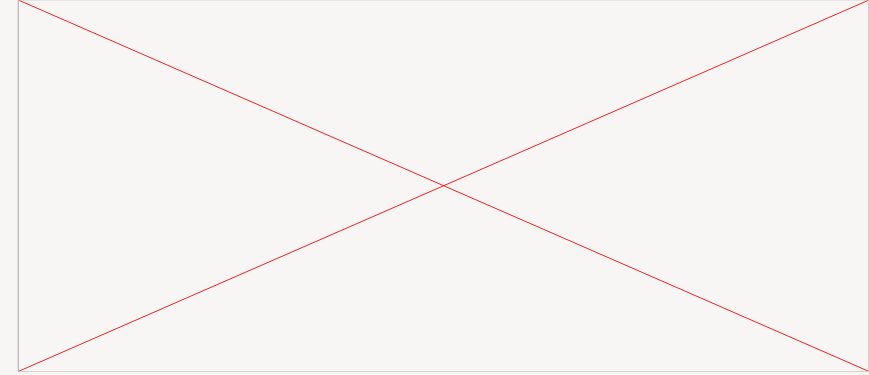
Personality Traits

-Tupes & Christal	Basis
-Costa & McCrae	Measure
-Goldberg	Culture



Inclusive Culture in Practice

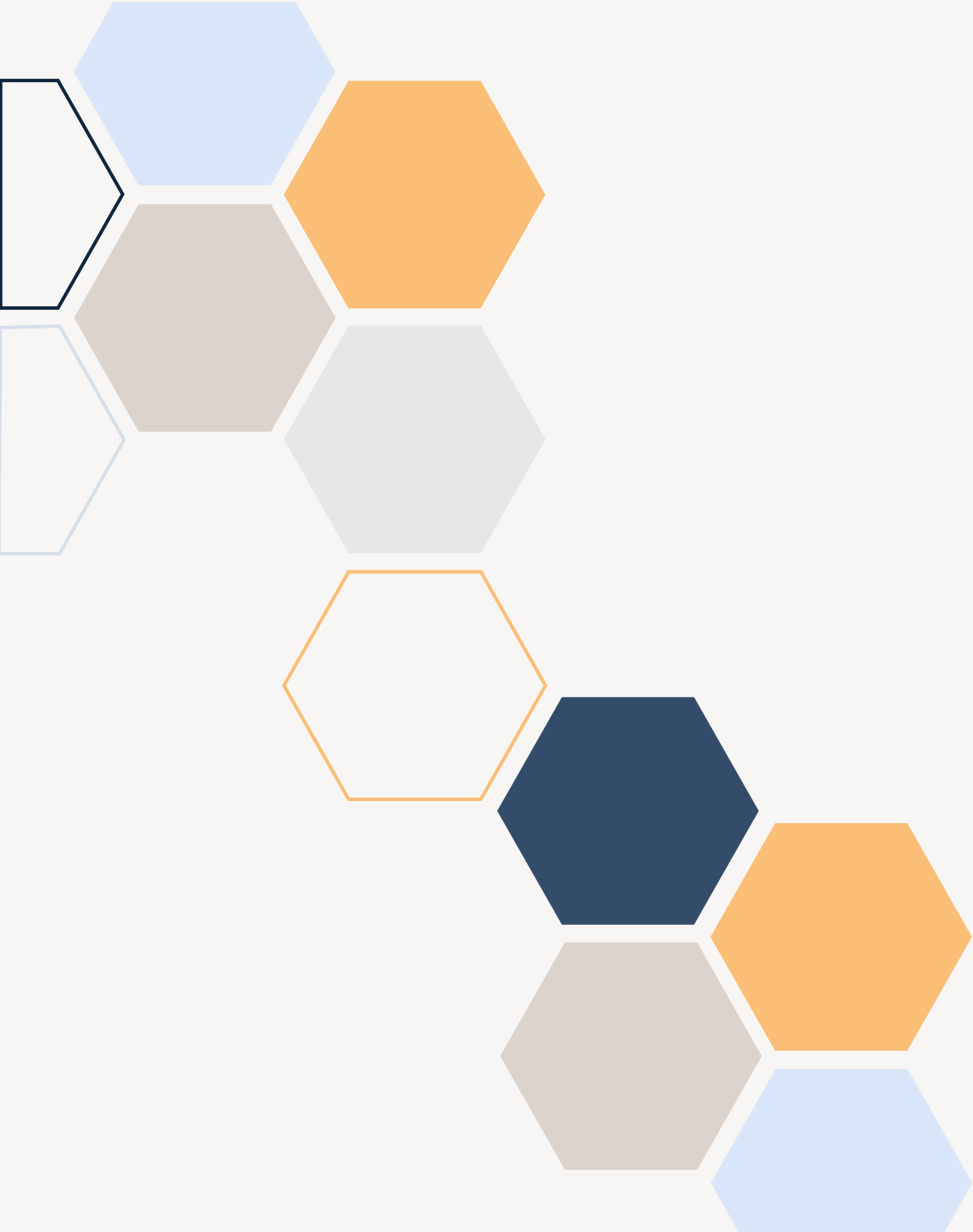
- Establish Psychological Safety
- Embed Equity in Process & Norms
- Normalize Learning & Feedback





Learning Objectives

1. **Understand the Importance of Employee Engagement in Inclusion**
2. **Recognize How Inclusive Leadership Enhances All Leadership Styles**
3. **Build Psychological Safety and a Culture of Respect in Politically Charged Environments**



Thank you

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