

Inclusive Leadership- Easier Than You Think

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These days, organizations know how important it is to retain top talent. If leaders can engage with their teams and create a positive work environment, employees are much more likely to stay. One way you can promote this kind of environment is by practicing Inclusive Leadership.

What it is: Inclusive leadership is the ability to lead with awareness, equity, and intention—ensuring every team member feels valued, heard, and empowered.

Why it matters: Diverse teams perform better, innovate more, and retain talent when led inclusively.

So, what does Inclusive Leadership look like in practice? I like to think of it as have a keen eye on the team so you can ensure they are contributing their best. That can mean:

- Soliciting input from the quieter employees who don't often speak up during meetings.
- Intentionally asking your team in a meeting, "Who is impacted by the decisions we are going to make and how can we be sure they're perspective is represented, even if they aren't in the room?"
- Being willing to adapt based on feedback and learning so people know you truly value their input.
- Rotating new opportunities for emerging leaders to help them grow.

Creating a space where people know you value their skills, experience, and feedback builds trust and psychological safety. It encourages creativity and collaborative problem-solving which helps move projects forward.

Inclusive Leadership isn't something we're born with, but it can be developed with some reflection and intention. **Here's a call to action:** take a moment to reflect on your leadership style and commit to making one of the tactics above a standard part of your work.

"Inclusive leadership is not a destination. It's a journey that requires humility, curiosity and courage." - Thais Compont.