STAR 3

Inclusion Excellence

FACILITATOR GUIDE

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| **THINGS TO DO** |
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| **CONTENT** |
| **Suggested Script:**  Hello everyone, let’s get started. Today we are going to talk about the importance of Diversity and Inclusion and then, as a team, we will talk about something we can do to create a more inclusive culture.  So what is Diversity and Inclusion? Diversity is the presence of differences that make each person unique. In an inclusive work environment, the unique aspects of all individuals are appreciated and leveraged, so our company is even more successful.  We believe having diverse people on a team is a strength, and allows us to collaborate in order to serve our clients and customers even better. Diversity isn’t enough though. We want to create an inclusive culture so that everyone feels confident about their contributions and feels welcome when they come to work each day. It takes a commitment from every person on the team to create an inclusive workplace culture. |
| **Suggested Script:**  At Compass Group, our people are at the heart of our business. Here is something your team can do to help build Inclusion excellence. As a team, take some time to think about a program or process that you could put in place to build inclusion and positively affect one of the following:  **Attract –** *develop and**implement a program or practice that helps source great people, from diverse backgrounds.*  **Retain—** *develop and**implement a program or practice that helps build a safe and healthy environment where associates can thrive.*  **Develop –** *develop and**implement a career growth focused program or practice that allows talent to thrive.*  **Engage-** *develop and implement a program or practice that recognizes associates.* |
| **Watch and Write:**  As a team, watch this video: <https://vimeo.com/318921306/745c5033d7>  (best viewed in google chrome)  ***\*On a large piece of paper or white board write out Attract, Retain, Develop and Engage on a piece of paper.*** |
| **Script:**  What is a program or process that we could put in place to impact how we Attract, Retain, Develop or Engage our people?  Good work! Thanks everyone for these really great ideas. If we were to identify one idea that we could put in place which one would it be? Then let’s identify where we would get started.  **\*\*Put your idea in place, then see and feel your inclusive program or process create impact within your team. Refer to the Inclusion Excellence Award criteria (Be A Star) for next steps on what** |