



SEPLER & ASSOCIATES

*Strategic and Respectful Approaches
to Contemporary Workplace Issues*

Building Blocks of Respectful Organizational Culture



The WHAT

Inclusion: What we believe and act on about human worth and belonging

Fairness: How we make and communicate decisions

Psychological Safety: How we mitigate “normative” fears that arise from hierarchy

Respect: How we behave and treat each other

The HOW

- Individuation
- Debiasing Systems
- Practicing New Ways to Communicate
- Deliberate Introduction of Cues and Rituals

The FIRST STEPS

- Determine the ways explicit norms can create greater equity and inclusion
- Examine systems for opportunities for real, substantive voice
- Reduce discretion in critical selection decisions that can be influenced by implicit bias
- Introduce feedback practice and ritual to build capacity for candor and receptivity