

Inclusive  
Employers



The mind is like an  
umbrella, it works  
best when open.

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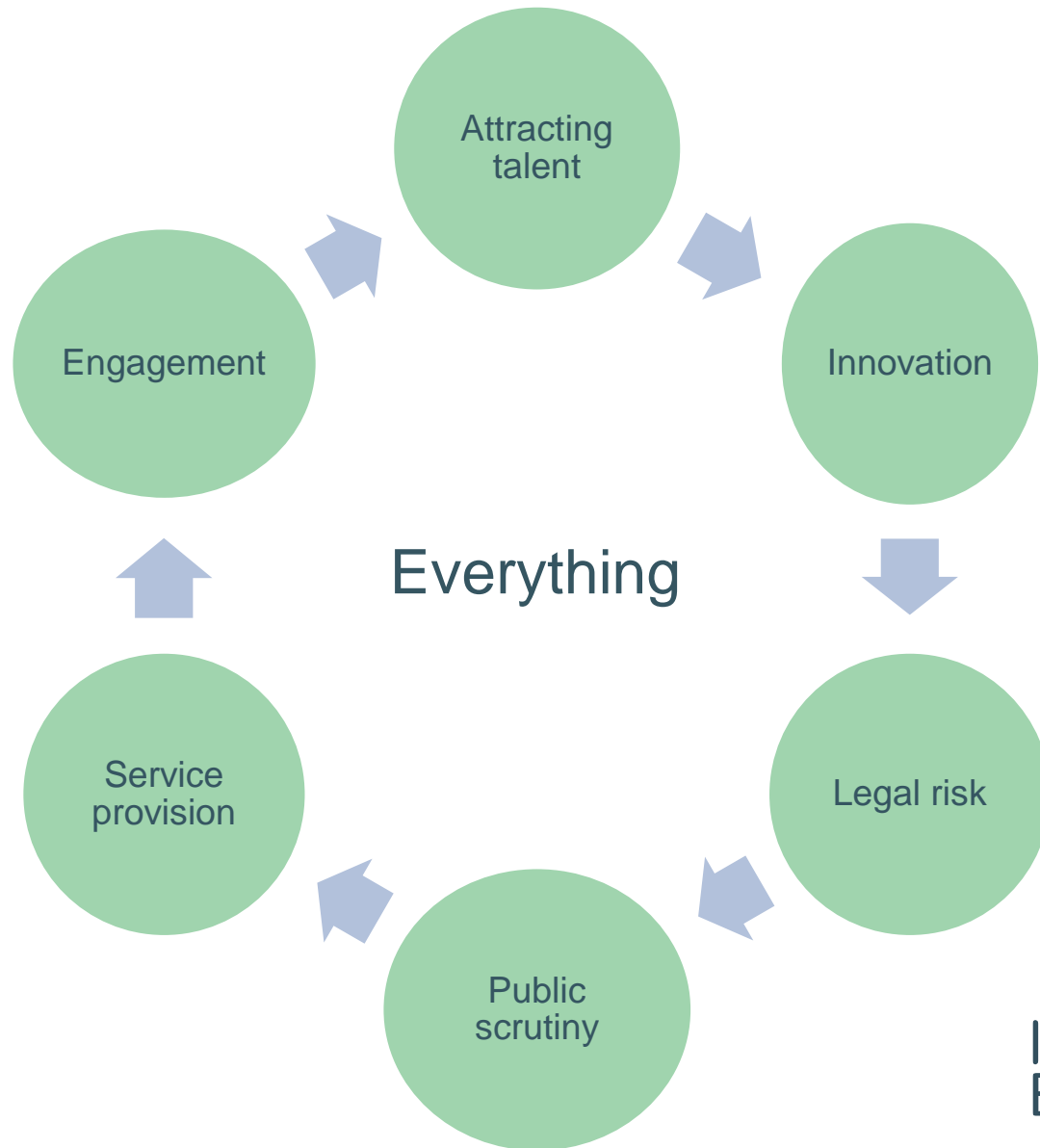
#everydayinclusion

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Senior Inclusion and Diversity  
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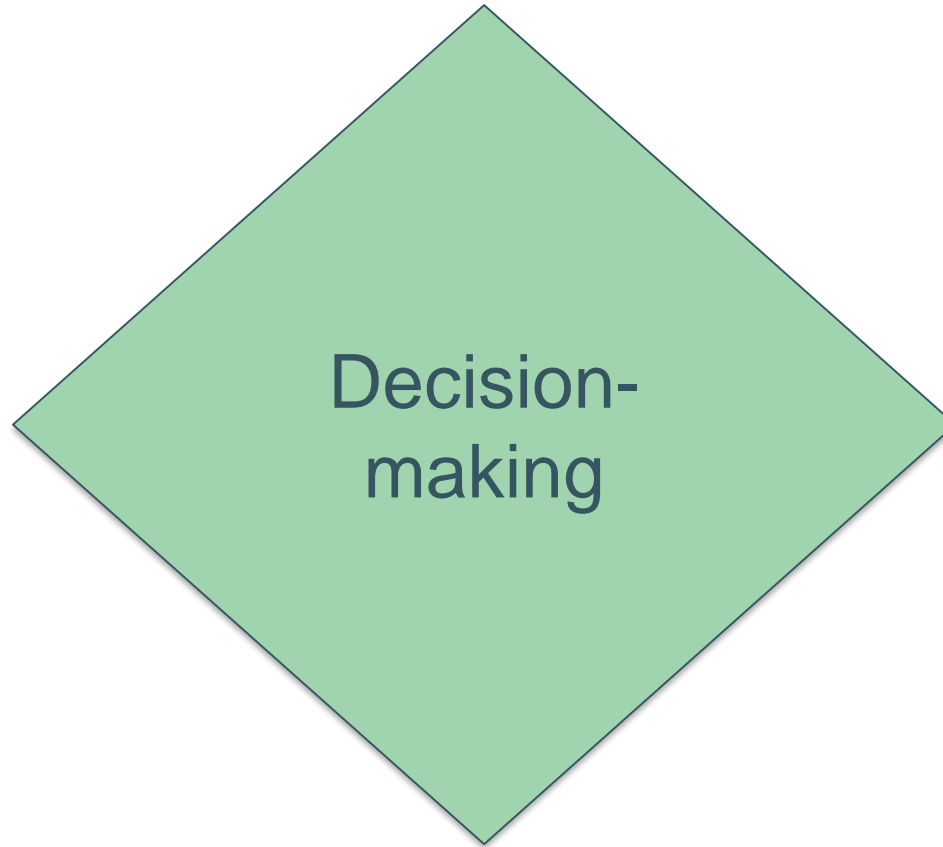
# What is the business case for inclusion?



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# Building an inclusive culture

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A father and his son were involved in a car accident in which the father was killed and the son seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed “Oh my God, it’s my son!”

(Pendry, Driscoll & Field)

**What influences our assumptions?**

# What are biases?

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## SYSTEM 1

Intuition & instinct

95%

Unconscious  
Fast  
Associative  
Automatic pilot

## SYSTEM 2

Rational thinking

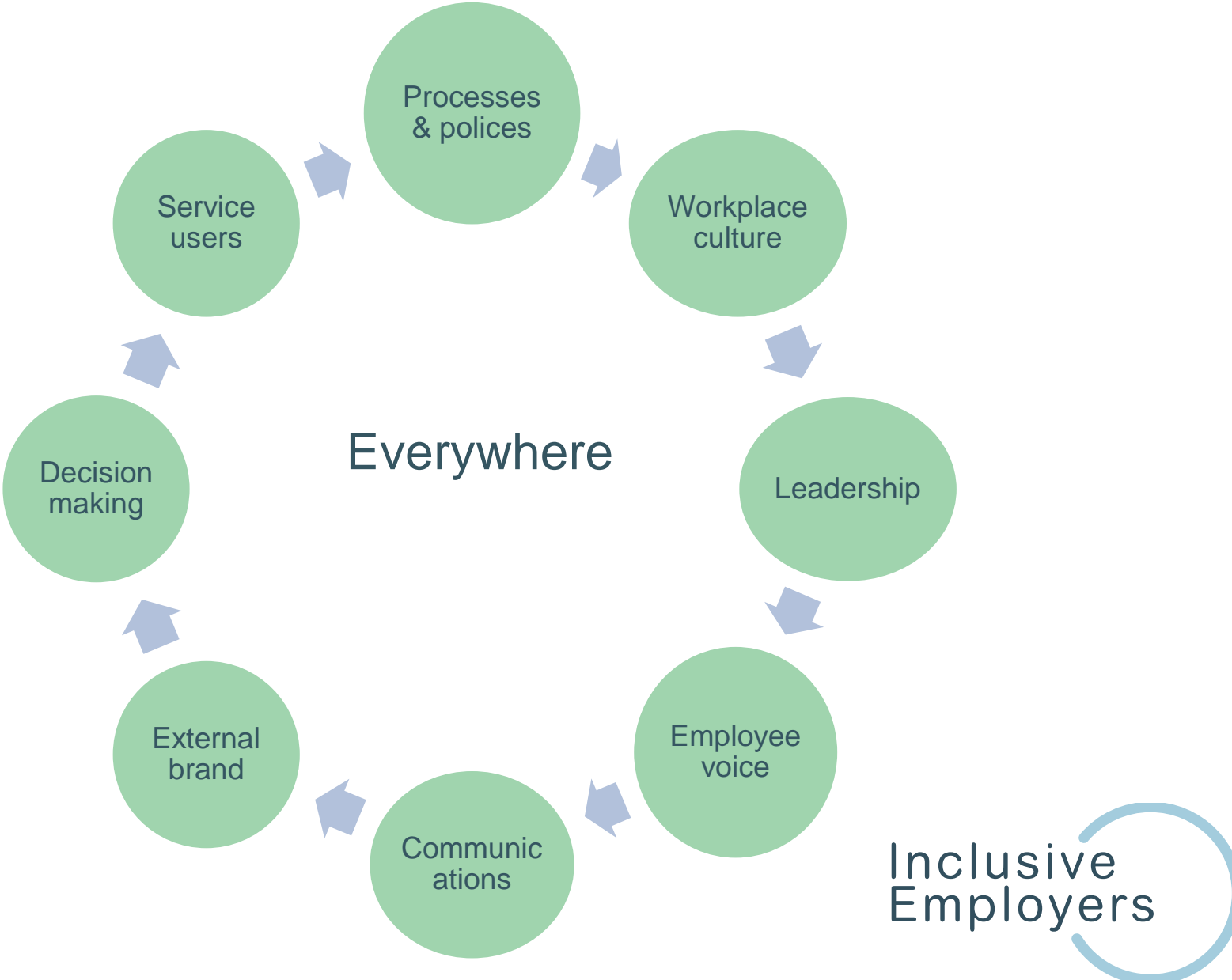
5%

Takes effort  
Slow  
Logical  
Lazy  
Indecisive





# How do we know if we are inclusive?



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Thank you for  
participating

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