



GETABSTRACT REVIEW OF

Inclusion on Purpose

An Intersectional Approach to Creating a Culture of Belonging at Work

In today's diverse and dynamic workplace, fostering a sense of belonging is crucial for cultivating a positive and inclusive environment. As organizations strive to create a culture that values and embraces diversity, it becomes imperative to go beyond mere representation and engage in a deeper understanding of the intersections of identity. In *Inclusion on Purpose*, Ruchika Tulshyan offers a comprehensive framework that guides leaders and employees in building an inclusive workplace where everyone feels valued and respected.

STEP 1

Have your team read the [getAbstract summary](#).

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

Discussion Questions

1. How can the concept of "inclusion on purpose" extend beyond the workplace and into the broader community? What role can organizations play in driving social change?
2. Reflect on your own biases and assumptions. How can self-awareness and personal growth contribute to fostering inclusion on purpose in your professional and personal life?
3. How can leaders play a role in fostering a culture of belonging at work? What actions or behaviors can they demonstrate to set the tone for inclusivity?
4. How would you define intersectionality? Why is it important to consider intersectionality when creating a culture of belonging at work?
5. How can organizations measure and assess the effectiveness of their efforts toward creating a culture of belonging? What metrics or indicators can be used?

"Safe environments benefit both employees and the organization's success as a whole."

Inclusion on Purpose

Ruchika Tulshyan

Additional resources



Diversity, Equity and Inclusion



Be A Better Ally



How to Be a Diversity and Inclusion Ambassador



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