

# Building Inclusive Communities



# Trent C. Coelli

Intercultural Trainer, DE & I Expert  
*GLOCAL Consultancy*

# The Multicultural Dilemma

Reaching a state of 'true' equality  
when met with a myriad of world  
views, understandings, practices  
and power structures.

# Legal Equality

# **Equality of Opportunity (Equity)**

# **Moral Worth/Value (Belonging)**

# **Right to Self (Authenticity)**



Equality of Opportunity  
(Equity)

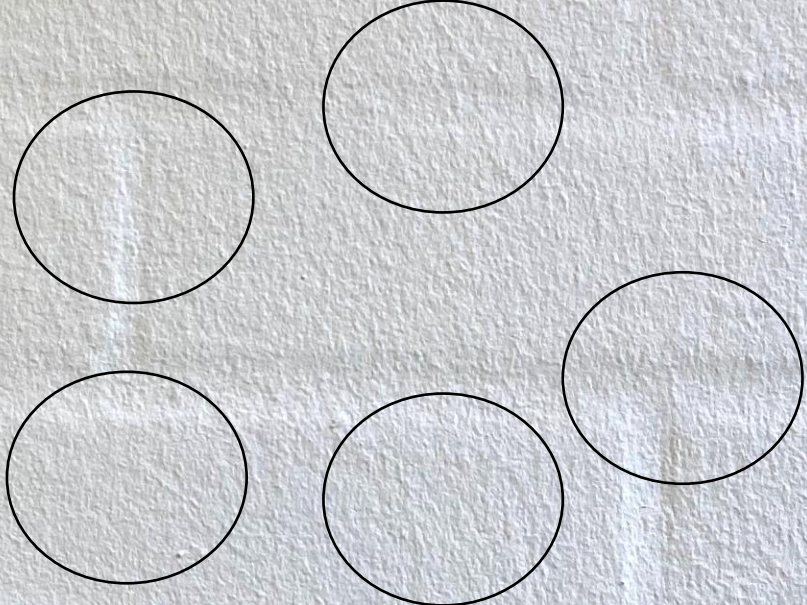
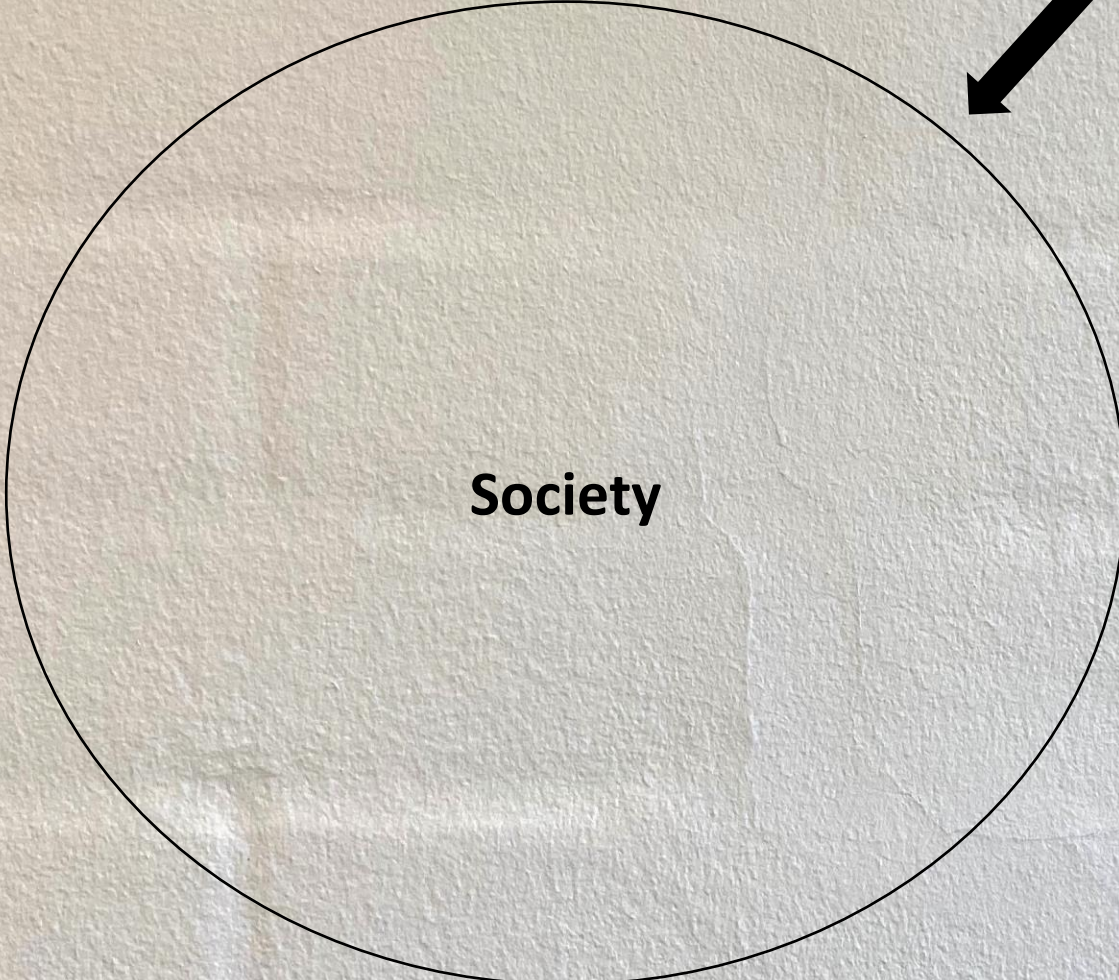
---

Moral Worth/Value  
(Belonging)

---

Right of self  
(Authenticity)

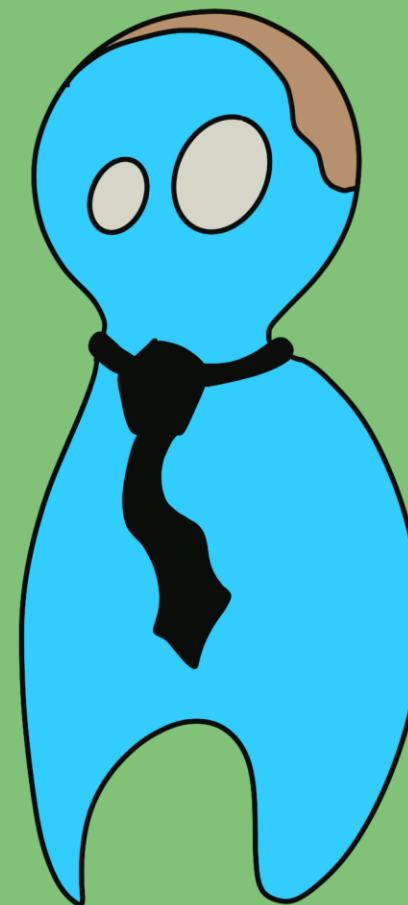
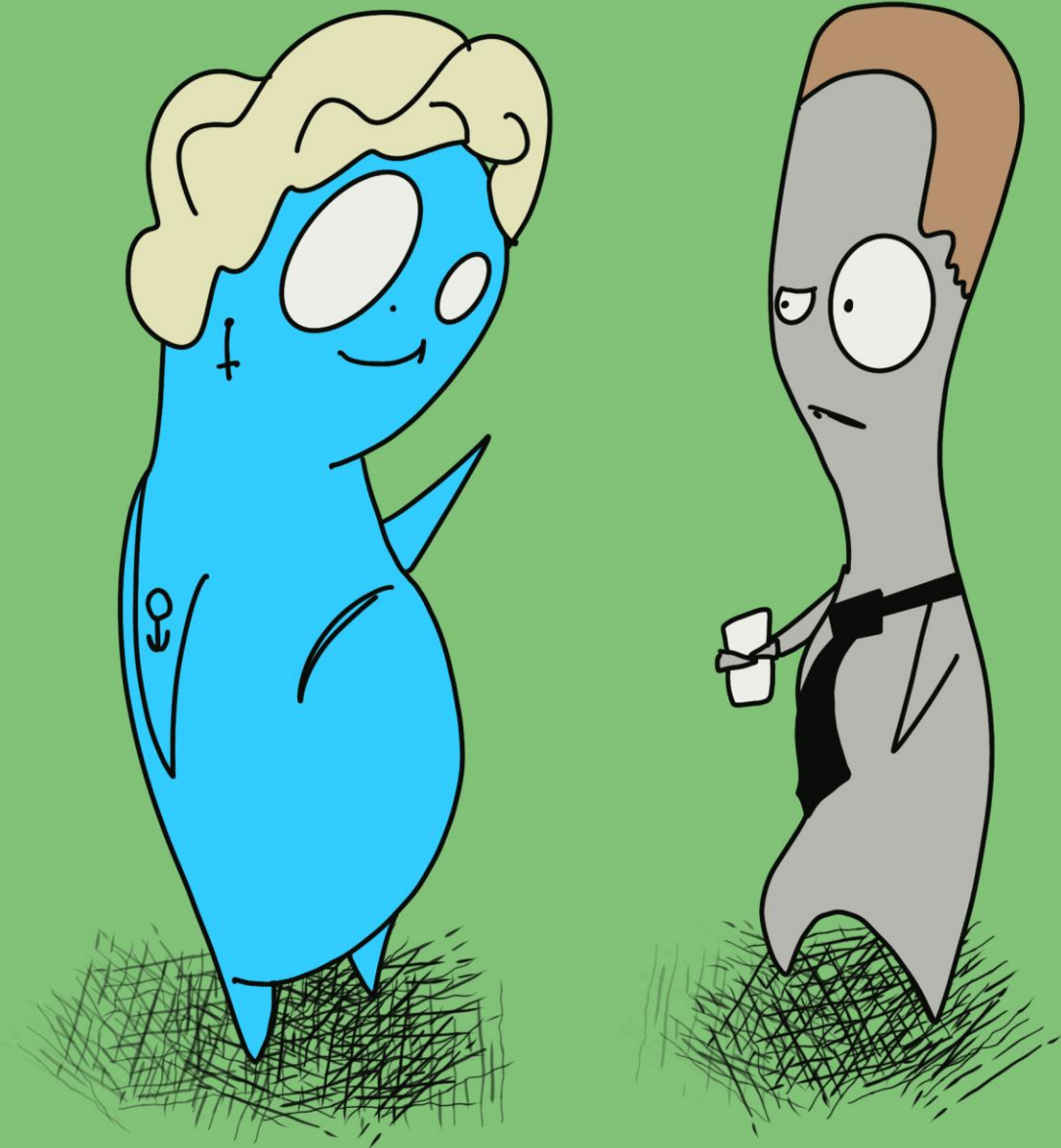
Business/Firm/Company



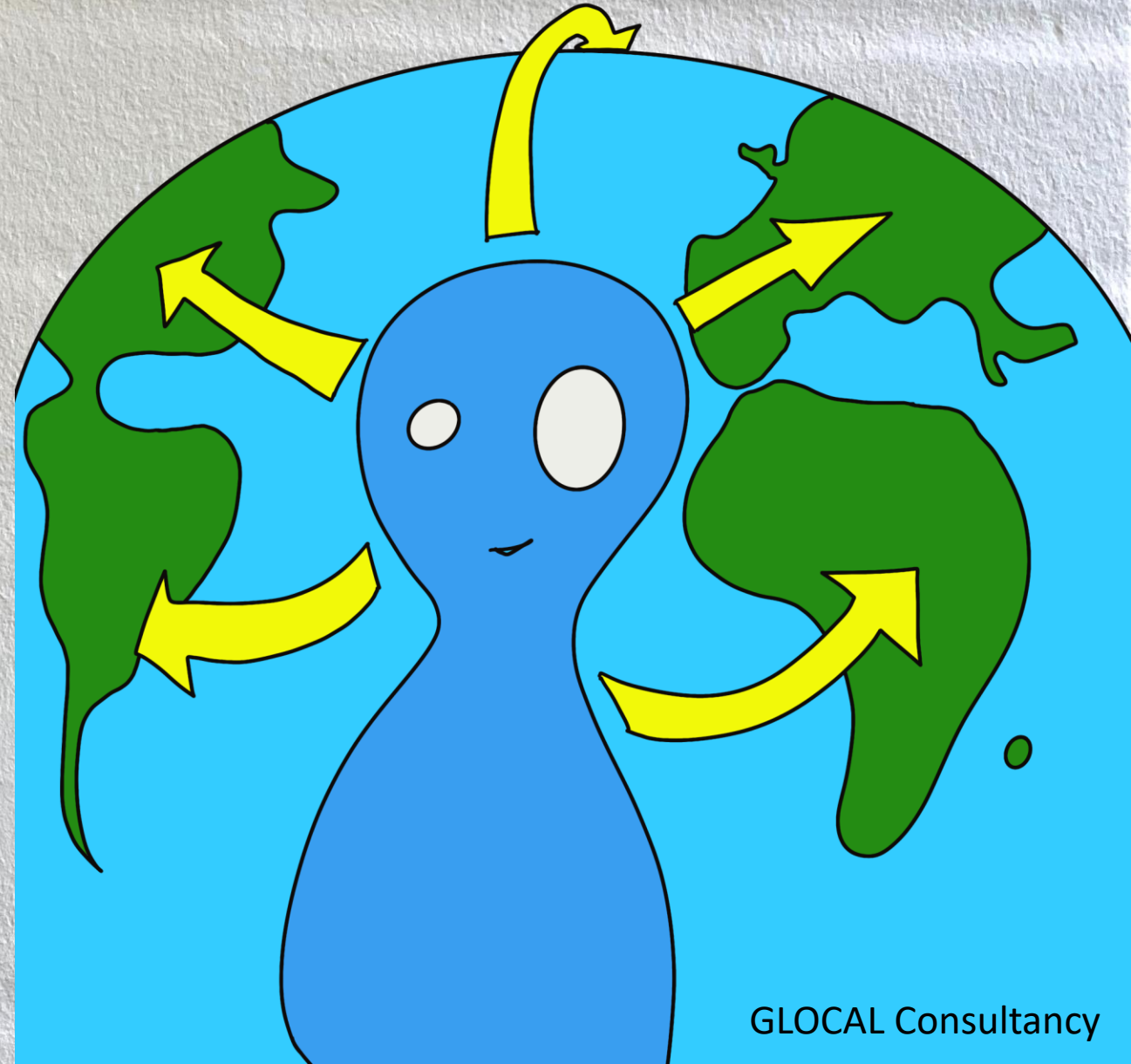
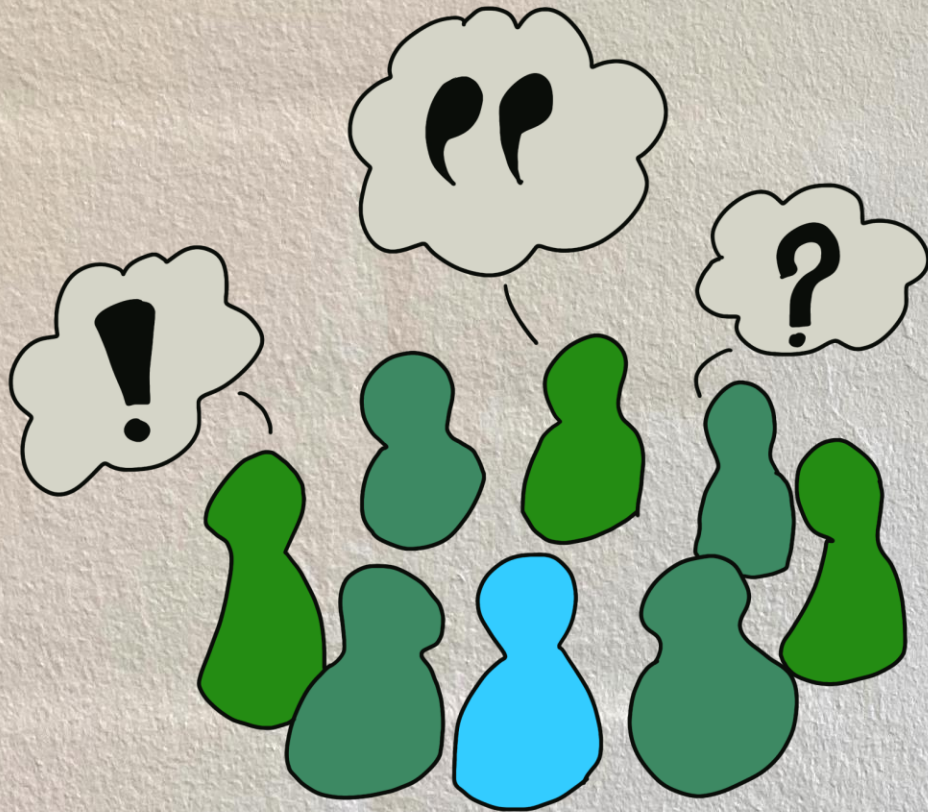
# Restrictive



# Passive



# Open



Equality of Opportunity  
(Equity)

---

Moral Worth/Value  
(Belonging)

---

Right of self  
(Authenticity)

# Principles...

- i) ... of no harm
- ii) ... of accommodation
- iii) ... of dialogue
- iv) ... of justified compromise
- v) ... of radical freedom of thought
- vi) ... of tolerance

# General Inclusion: A Few Suggestions

-> Roll-in elements of your employees culture in existing practices/traditions (e.g. if you do Friday Breakfast, make it rotating-international)

-> Advocate dialogue between colleagues about difference and when challenges arise between employees related to these differences

-> Before using the phrase 'We don't do that here' or 'That's how its always been done' reflect over the actual 'harm' that doing something different might do, and act accordingly

-> Engage experts in intercultural competencies to help boost understanding between you and your employees, including cultural/gender/age etc. bias



# Bonus Suggestions

-> Make Danish language learning a part of the work day - its an investment for you and it shows that you value the effort of learning Danish (it'll also make the Danish learning go faster!)

-> Don't make the mistake of thinking that cultural inclusion means cultural dilution: adding diversity to the workplace doesn't replace existing culture, it ADDS to it.

# Questions

# Thank you!

**Glocal Consultancy:** [www.glocalcitizen.org](http://www.glocalcitizen.org)

LinkedIn: Trent Coelli ● Email: [tront@glocalcitizen.org](mailto:tront@glocalcitizen.org)