Religion and Diversity In the Workplace

Religion is a topic that is generally not discussed in the workplace. As we actively solicited articles from employees, we received a submission, and the topic was religion. Instead of avoiding the subject, we honor the voice of our employees.

"One area of diversity people tend to avoid, especially in the workplace, is religion," stated John Fitch, ASC Building Products outside sales representative. "People have different beliefs, so we can't pretend we are all the same or try to tell people to ignore their beliefs at work. We don't have to always focus on the differences."

John stated that many religions have great beliefs that benefit all humanity. He provided examples of different faiths that may be different but have similarities, like treating others with respect, compassion, kindness, and forgiveness. We often focus more on the differences than the similarities.

As employees who have worked alongside each other for years, if not decades, we recognize that we have different belief systems, some of which may not be rooted in a religion. Those individuals, too, have similar beliefs about treating people with

Dimensions of Diversity

respect, compassion, kindness, and forgiveness.

John shared that focusing on those positive similarities makes for a great team as we work together. "When I share my beliefs with others," John concluded, "I think about my words and actions afterward!"

Thank you, John, for expanding our conversations around diversity and inclusion at NS BlueScope North America!

We would love to receive more suggestions and ideas to continue these conversations and grow in our D&I journey. Reach out to us @ **CPNA.DiversityCouncil@bluescope.us**

What Inclusion means at NS BlueScope North America

As part of the D&I Advisory Council, we participated in a formal D&I training session by Granite Construction, an industry leader and member of the S&P 600 Index.

It was insightful to learn the perspective of other construction industry leaders on diversity and inclusion. As importantly, the desired outcome of the training was to equip the council members with the knowledge that will empower them as change agents in fostering a more diverse and inclusive culture at NS BlueScope North America.

There were several key learnings from the training session, including helping us clarify what inclusion means at NS BlueScope North America.

Inclusion is…	Inclusion is Not…
1. Asking for input from the people affected, and having the right people doing the right work at the right time	1. Involving everyone in everything.
2. A way to accomplish the mission, strategies, and goals of the organization	2. An end in itself, with no mission-related direction.
3. A way of hearing, valuing, and leveraging people's differences to create breakthroughs.	3. Working with people who are different for the sake of it – "Diversity for Diversity's sake."
4. Supporting all people to do their best work to continuously improve on it.	4. Sacrificing productivity or overlooking underperformance.
5. Building partnerships focused on work outcomes.	5. Focusing on the relationship at the expense of the work.
6. A two-way street.	6. Individuals not taking accountability for including themselves.

Leadership Through Inclusion Resource Center

Harvard Business Review

What Makes an Inclusive Leader?

by Wei Zheng, Jennifer Kim, Ronit Kark, and Lisa Mascolo

Leaders play a critical role in fostering inclusivity within their organizations. They account for a difference of up to 70 percentage points in employees' experience of belongingness and psychological safety. Inclusive leaders see a 17% increase in team performance, a 20% increase in decision-making quality, and a 29% increase in team collaboration.

With that level of influence, inclusive traits like humility, curiosity, and empathy should be treated as critical leadership capabilities rather than simply desirable.

The authors conducted structured interviews with 40 exemplary inclusive leaders from a wide variety of job functions, organizations, and industries. They identified five key behaviors that help leaders make their organizations more inclusive.

1. Inclusive leaders strive for authenticity rather than leadership presence
2. Inclusive leaders redefine the rules rather than unquestioningly following them
3. Inclusive leaders embrace active learning and consistent implementation
4. Inclusive leaders ensure equal opportunity and equitable outcomes
5. They view inclusive leadership as everyone's responsibility, not just HR's

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