

INCLUSIVITY IS KEY TO BUSINESS RESILIENCE



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An inclusive organisation builds up workplace cohesion in peacetime and strengthens employees' capabilities to respond to crises. Organisations that practice inclusivity are better equipped to weather possible stresses on the social fabric at the workplace, in the event of a terror attack. Here are some tips to promote inclusivity at the workplace.

SHOWCASE THE CONTRIBUTIONS OF YOUR DIVERSE WORKFORCE



The workforce is becoming more diverse with employees of varying ages, ethnicities, nationalities, and religions. Organisations can create a workplace where diversity is cherished and valued, by profiling the contributions from workers of different backgrounds. This will help to promote a more inclusive workforce.

REVIEW POLICIES AND PRACTICES REGULARLY



Scheduling regular reviews of your organisation's processes can help reduce unconscious biases in hiring practices, grievance handling procedures and performance management. Employee engagement surveys are also a useful tool to gather feedback about these processes, and provides the management with suggestions for improvement.

MAKE INCLUSIVITY A PART OF YOUR VALUES



Organisations with fair employment practices often find it easier to attract and retain employees, especially after a crisis. Your organisation can advocate and promote inclusivity as an integral part of your core values, and it is important for the management to lead and demonstrate these values by example. Find out more about fair employment practices [here](#).

Security threats are ever-present and should be taken seriously. Click [here](#) to read more on Evergreen Secondary School response to a bomb threat that was subsequently found to be false. Trained staff members were able to swiftly execute their evacuation protocol to keep students safe. This incident reiterates the importance of an established crisis plan and regular exercises to stay prepared and vigilant.

✓ PREPARE YOUR WORKFORCE ✓ PROTECT YOUR WORKPLACE ✓ PARTNER YOUR COMMUNITY

-SGSecure@Workplaces Bulletin-

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