

Embracing diversity and inclusion

Definition

Embraces all the ways we are unique to heighten engagement, encouraging new ideas and better performance. Proactively challenges bias with an open mindset to enable better decision making and effective collaboration.

Fosters an environment in which colleagues feel psychologically safe and are valued and appreciated for their contributions.

Leverages diverse thinking to solve client challenges and maximize team outcomes.

#Difference #Inclusion #Respect

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
Perceives a different opinion as a personal or confrontational issue.	Appreciates that diverse perspectives create better solutions.
“I only approach customers and/or colleagues I feel comfortable with because I know how they are thinking.”	“I know we are different, that’s why I would appreciate having your view in this topic.”
“We are just different, no point in asking for his/her view or trying to understand each other.”	Sees diversity as an opportunity to understand different customers’ needs.

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Behavior anchors

1. Emerging

- Welcomes, values and shows respect towards individual and/or group differences.
- Listens to the opinions, concerns, and ideas of others.
- Is open to challenge own assumptions and stereotypes when recognized.
- Understands the importance of creating an environment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

2. Evolving

- Is mindful of conscious and unconscious bias and demonstrates acceptance of new and diverse opportunities and people.
- Understands and supports new ideas from people on ways to expand diversity and inclusion in the workplace.
- Is willing to engage others in conversations that challenge or differ from one's own values, beliefs and perspectives.
- Takes individual differences in daily work into account and adapts own behavior and way of working as appropriate.

3. Influencing

- Pursues opportunities to engage others who have skills, interests or experiences that are different from their own; educates oneself and builds external networks for diversity of thought, strategies and ways of working.
- Actively engages others in conversations that challenge or differ from one's own values, beliefs and perspectives.
- Celebrates diversity and actively responds to situations where there is opportunity to improve.
- Recognizes potential inequities and takes accountability for raising it as an opportunity to avoid unintentional exclusion.
- Leverages the diverse nature of our workforce and customers and utilizes employee talents and ideas to provide the best solutions.

4. Transforming

- Ensures that diversity is incorporated into programs and services within the broader organization and addresses existing or proposed processes and system that intentionally or unintentionally leads to inequities and seeks to eradicate them.
- Proactively engages and supports workplace dialogue around diversity topics resulting in a reinforcement of employee values and associated inclusive behaviors.
- Nurtures an environment that fosters diversity by promoting the benefits of embracing individual differences, welcoming, respecting and supporting contributions from all individuals.
- Fosters an inclusive workplace that maximizes the talents of each person to achieve sound business results.

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How it helps



Me

Personal growth and learning, inclusion, sense of community.

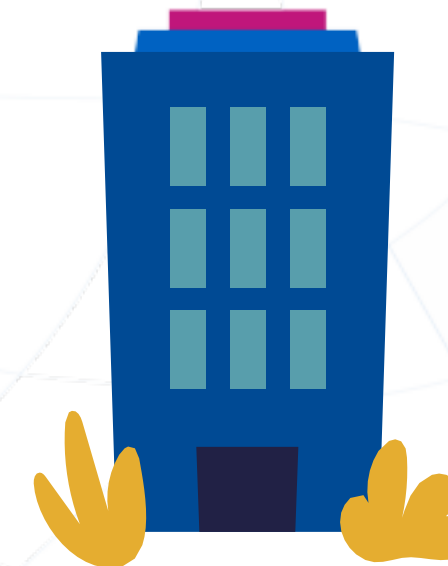
By being open to others' views and perspectives, I will learn new ways of looking at things and enrich my decisions.



My Team

Differences appreciated, everyone's voice heard, more creativity.

By including others, inviting them to raise up their voices and appreciate their contribution, we will create a sense of community where everyone will feel included and belonging.



Konica Minolta

Reflecting customers diversity, enhanced customer experience, fostering innovation.

By fostering an environment of diversity and inclusion, we will continue to delight our diverse customer base and remain innovative as an organization.