



Inclusive Work Cultures: Where Everyone Thrives

Sponsored by



10th June 2025

Intro in the room

- Session organisers
 - Emma Crawford [lead]
 - Karen Smith
 - Ursula Becker
 - Nicola Latham
- Inclusive Employers
 - Addie Barnett
- Sponsor
 - Alun Bedding
- Additional Facilitors
 - Justyna Mlynarczyk [DE&I WG]
 - Chris Harbron

Agenda

- Introduction
- Activity part 1
- Inclusive Employers Presentation
- Activity part 2
- Room discussion
- Wrap-up

5
minutes



Introduction

House-keeping

- To facilitate engagement in this workshop we want you all to be comfortable
 - You are welcome to move around / leave the room as needed
 - Choose a seating style that aligns with your preference
 - Take a break if needed
- We know you'll all respect each others' preferences and opinions
 - We encourage everyone to contribute to the discussions
 - Please treat others' personal experience with respect and in confidence
 - Do not feel obliged to share personal experience if you're not comfortable in doing so
- We will be asking for volunteers from each group to provide feedback from the discussions

Why is this important?





Activity – Part 1

PSI One-Day Statistics Meeting

- You will be forming one of the planning teams responsible for a certain aspect for the event:

15 min

Scientific content	Social aspects	Logistics
E.g. Speaker & presentation organisation & format [discussions]	E.g. Breaks & Networking event	E.g. Location, venue, registration and communications

- You are expecting about 100 attendees.
- Task:** Brainstorm your event aspect – make a plan.



Presentation

Conscious inclusion: an active practice



How does inclusion make a difference?

Thriving employees:

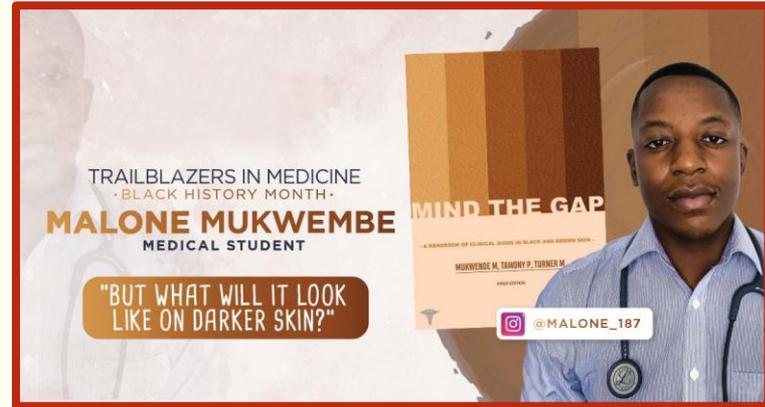
- Perform better than their peers
- Were more satisfied with their job
- Were less likely to get burnt out

“The positive relationship between management diversity and innovation is statistically significant.”



Inclusion and healthcare

- Inclusion primarily focused on patients and research
- Saw the gap > took action > made an impact
- **How can you use this approach to make a difference to your colleagues?**
- Uniqueness + Belonging = inclusion



Clinical Trials
Arena

News |

European supergroup launches to tackle diversity in clinical trials

The new pan-European group of 73 regulators, companies and trial sites is backed by €66.8m in funding with a six-year goal.

Joshua Silverwood | January 16, 2025

Key principles of Conscious Inclusion

Be a lifelong learner

Actively seek out different perspectives

Aim for progress not perfection

Be person-centred

Challenge constructively

Learn and use inclusive language

Role model what's possible

“Do what you can, with what you have, where you are”

Some considerations

Accessibility

- Is the space accessible?
- Lighting, volume, heat, quiet space
- Flexible scheduling & breaks



Social activities

- Food & alcohol
- Range of ways to participate
- Cultural holidays & observances



Communication

- Multiple formats
- Agendas and timings
- Avoid jargon



**“Do what you can,
with what you have,
where you are”**



Now it's time to apply these principles to
your event planning...



Activity – Part 2

DE&I Champion



15
minutes

Task: Make changes to your plan to make it more inclusive

Prepare for Discussion 1

- Who made changes to their plan when they reviewed for inclusivity?
 - If no, why not?
 - If yes,
 - What changes did you make?
 - Why?
 - If you didn't make those changes, how do you think it would make some attendees feel?
 - What would be the outcome?

10 min



Activity – Room Discussion

Discussion 1

- Who made changes to their plan when they reviewed for inclusivity?
 - If no, why not?
 - If yes,
 - What changes did you make?
 - Why?
 - If you didn't make those changes, how do you think it would make some attendees feel?
 - What would be the outcome?

15 min

Discussion 2

- Now consider the event as a metaphor for your workplace: 10 min
- What changes that you made to your event aspect could be considered to make your ways of working more inclusive?
- If you didn't make those changes, how do you think it would make your colleagues feel? What would be the outcome?

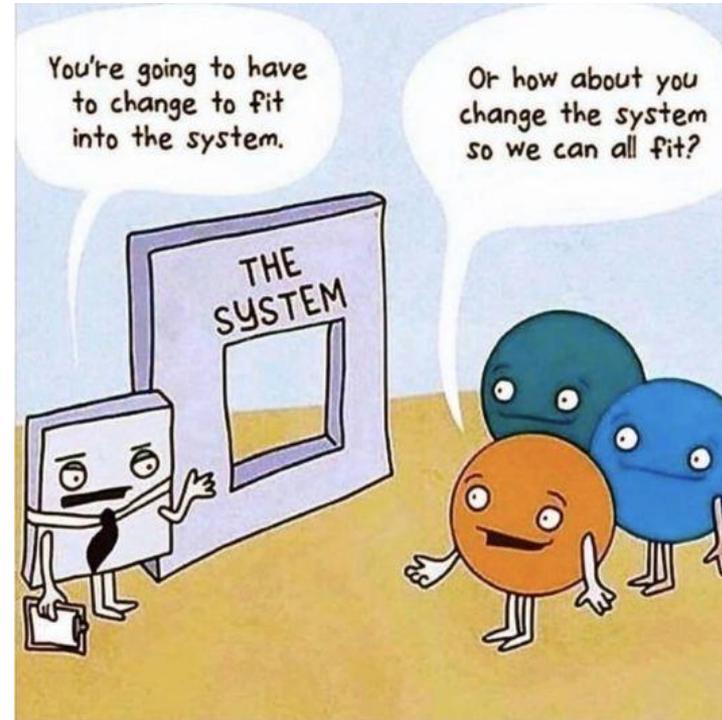
5
minutes



Wrap-up

Inclusive work cultures allow everyone to bring their best selves to work and thrive!

“When we can’t fit a square peg into a round hole, we’ll usually blame the peg – when sometimes it’s the rigidity of our thinking that accounts for our failure to accommodate it.” – Nate Silver



Meet us

- PSI Diversity Equity & Inclusion group
 - @ PSI stand today
 - dei@psiweb.org
 - <https://www.psiweb.org/members/de-i-working-group>



Meet Addie & Inclusive Employers

- Visit Addie on PSI stand today
- 13.15 – 14.00: Executive roundtable chaired by Inclusive Employers:

Beyond compliance: how can DEI drive clinical trial diversity and commercial success?

- limited place available
- abarnett@inclusiveemployers.co.uk

What is the easiest way to be inclusive?

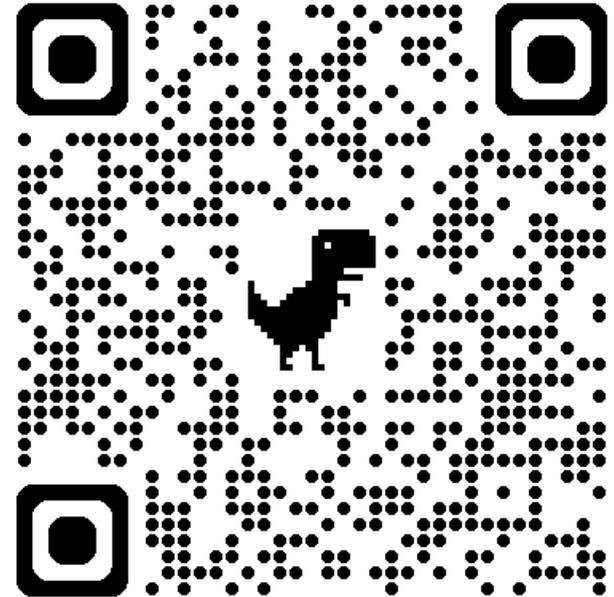
Provide options in whatever you do:

- **Food:** with & without any of the following: meat, lactose, gluten etc.
- **Access to buildings:** stairs, ramp, elevator
- **Access to content:** written (printed / digital), audio, video, sign language, different languages & timezones
- ...

Hand-out is available

- Here in paper
- On the app after the session
- On the DE&I website:

<https://www.psiweb.org/members/de-i-working-group>



We want to hear from you!

- What is one thing you can do on your return to work to champion inclusion?



Thoughts on a post-it note please!

Snap a picture of your post-it note and share it to the wall in the PSI Conference App 😊

Or bring to the PSI stand during breaks.