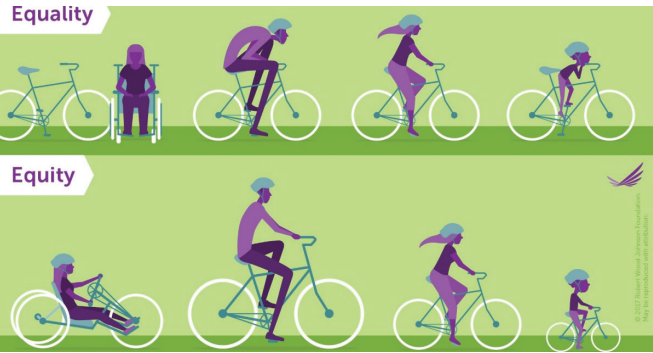


Building Links with Syngenta – Inclusive Culture Building

E = D + I

Equity: A Culture and the Aspired Outcome

It's the acknowledgement that the playing field has not always been level. It's the pursuit of fair treatment, access, opportunity, and advancement for all, while also striving to identify and eliminate barriers that have prevented the full participation of some groups.



Diversity: A Constant in Human Interaction

It's about difference. It's always present. It's the constant. Difference in gender, gender identity & expression, race, ethnicity, religion, sexual orientation, class, socioeconomic status, age, native language, disability status, citizenship.

Inclusion: The Variable Practices that Foster Belonging

It's about shared power – this is where the magic happens. It's the variable. Inclusion means meaningfully involving all people in an organization, and seeing individual differences not being an impediment but an opportunity to interact.

It's a choice.

Culture:

- Collection of social behaviours, values and norms of a group of people or organization
- It is representative of our knowledge, beliefs, capabilities and habits
- It is not inherently good or bad – but there is always room for improvement
- It is both created by and influential over us
- Creates the atmosphere for human interaction

Inclusive Culture:

An atmosphere where employees experience meaningful involvement in workplace community, on their teams and in their roles, and individual differences are not an impediment to involvement and contribution. It is also about belonging, or the feeling of security and support when there is a sense of acceptance and respect regardless of identity or background.

Leader Approaches to Building an Inclusive Culture

Proactive Approaches:

- Considers ED&I to be a quality assurance framework + tool
- See culture as something living and evolving
- Motivated by team efficiency and individual growth
- Incorporates ED&I into performance and talent conversations regularly

Reactive Approaches:

- Sees ED&I as an approach to org branding + damage control
- Understands culture as rigid – emphasis on fit vs. add
- Motivated to act by responding to an instance or survey result
- Engages ED&I from a place of urgency or external pressure

Bias is the Key Impediment to an Inclusive Culture:

Systemic/Institutional bias -> The **tendency** of a **process** to support particular outcomes.

Interpersonal Bias -> An **aversion or affinity** to a person or group of persons on the basis of **identity** or inherent characteristics.

Points to remember:

At an interpersonal level:

- 'De-bias' your communication
- Reshape cultural norms by interrupting interpersonal bias when you see it
- Exhibit allyship to actively support those who may be less privileged
- Support DEI policies, events and initiatives at with your organization + greater business unit

At an organizational level:

- Inclusive people practices (hiring/promotion, etc.)
- Mentorship & sponsorship
- Support community efforts
- Continue learning and development



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with **syngenta**