

WORKPLACE RE-ENTRY - 06/23/21

Establishing Equitable and Inclusive Norms as We Live into a Hybrid Environment

1.5 Minute Read

As more people choose to return to company workspaces that are re-opening on **Thursday, July 1**, we'll begin to establish new ways to collaborate with a mix of onsite and virtual team members in this new chapter.

Efforts are currently underway to evolve our systems, processes and culture to empower you to choose between equitable and inclusive onsite and virtual experiences:

- Our WorkFlex project will begin to pilot workspaces that full-time and part-time virtual employees who don't have assigned desks in our offices can use when they're on site this fall.
- Meeting room technology is being upgraded to support a consistent and optimized hybrid collaboration experience across company workspaces. This Collaboration Room Technology job aid outlines how available technology can be best used for hybrid collaboration.

[Learn about WorkFlex](#)

As these efforts progress, you can begin taking steps to establish equitable and inclusive hybrid team norms right away.

Continue to Foster Inclusion in a Hybrid Environment

Team norms provide a framework for how individual team members interact with each other. When establishing things like meeting cadence, communication preferences and core working hours, the preferences of all employees should be considered to create an inclusive and equitable experience.

As we transition into this new hybrid environment, here are a few ways you can continue to foster inclusion:

- Be flexible and patient with yourself and your colleagues. We are embarking on uncharted territory – learning and adapting as we go in this new world of work.
- Check-in with your colleagues on how they're mentally and physically dealing with this new transition.
- Be understanding that not everyone responds to change in the same way.

Watch the LinkedIn Learning video "[Foster Inclusion and Belonging in the New Normal,](#)" to learn more ways you can create an inclusive environment in a hybrid setting.

Additional and related courses like "[Enhance Productivity in a Hybrid Work Environment](#)" are also available through [LinkedIn Learning](#).

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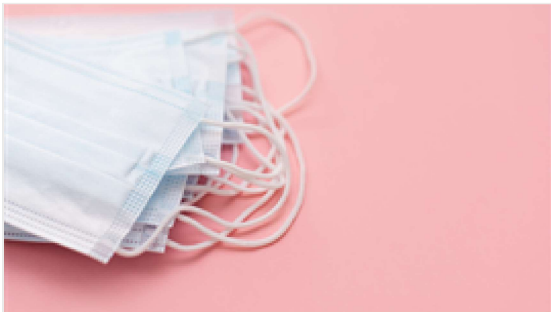
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