

INCLUSION MOMENT SOCIAL EVENTS

Institution of
**MECHANICAL
ENGINEERS**



afbe | Association for
Black & Minority
Ethnic Engineers



Improving the world through engineering



INCLUSIVE WORK SOCIAL EVENTS.

An **inclusive work social event** is a company gathering designed so *everyone* feels welcome, comfortable, and able to participate, regardless of their background, identity, personality, culture, ability, or life circumstances.

It's not just about inviting everyone. It's about designing the event so participation is genuinely accessible.



WHAT MAKES A WORK SOCIAL INCLUSIVE.

Not Centred on Alcohol

- If alcohol is present, there must be equivalent non-alcoholic options

Physically Accessible

- Consider physical accessibility to accommodate mobility needs

Accessible for Sensory Needs & Personality Differences

- Consider sensory needs (e.g. noise, lighting and crowds) and individual preferences

Culturally Considerate

- Themes, food, timing and activities respect different religious practices and cultural backgrounds

Family and Schedule-Awareness

- Evenings can exclude caregivers, parents, or those with long commutes
- Give plenty of notice to enable caring provisions to be made

Financially Accessible

- No expectation that employees spend their own money to participate, if possible

Psychologically Safe

- Avoid activities that pressure people to overshare, compete in uncomfortable ways or disclose personal information

DISCUSSION

Are these work social events inclusive?

- Volunteering during work hours
- Happy hour at the local pub
- Dinner tomorrow
- Snowboarding
- Lunchtime potluck
- Surfing class
- Creative workshops (e.g. painting, cooking or music)
- Virtual trivia night
- Karaoke
- Christmas party with hotel accommodation provided



IN SUMMARY



An inclusive work social removes barriers to belonging.

The goal isn't to create a "perfect" event - it's to ask:

"Who might this exclude, and how can we adjust?"



THANK YOU.



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