

DIVERSITY & INCLUSION

NELSON 

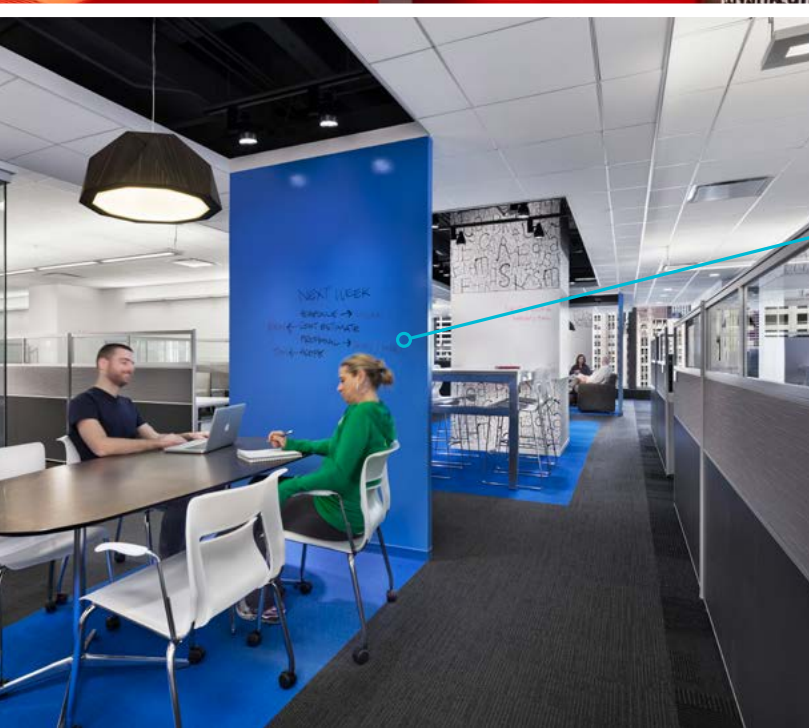
DESIGNING FOR DIVERSITY & INCLUSION

At NELSON, we know a space has achieved success when it enables people across a diverse spectrum of biological, psychological, and cultural requirements to feel included, supported, and celebrated. The built environment must be a place that allows equal opportunity for people of all backgrounds to reach their potential and be successful at work.



BEING CONSCIOUS OF “ABLEISM” IN THE WORKPLACE

Ableism in the workplace is getting new, and much deserved attention. Defined as “discrimination in favor of able-bodied people,” design can help combat inherent ableism by creating spaces that work for employees with varying physical abilities.



Take into consideration technology height, writable surface coverage to accommodate all levels of physical ability

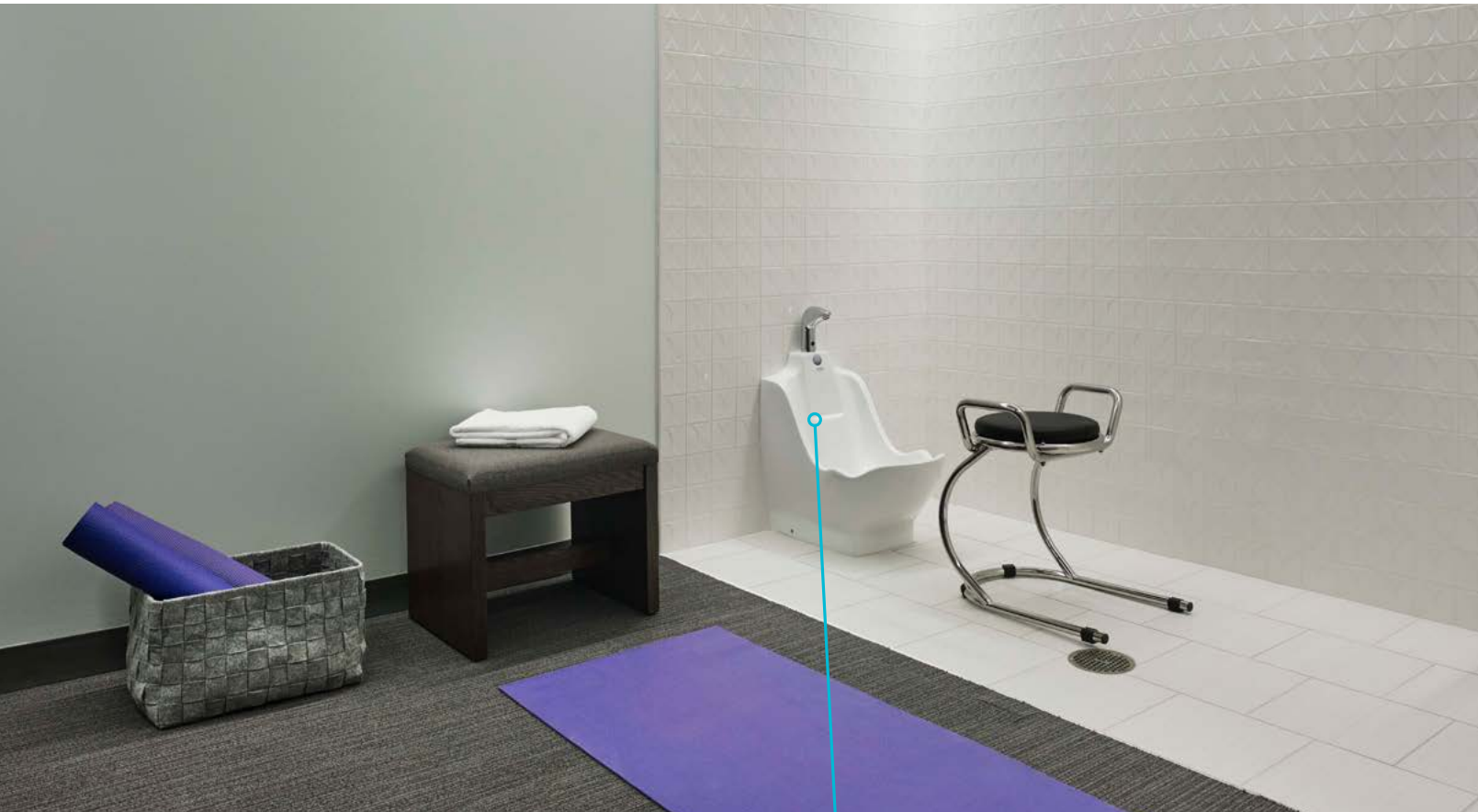


HOW WE DO THIS

- > We focus on furniture solutions with casters and adjustable heights that can be easily changed with the needs of employees
- > We recommend implementing full-height writable surfaces so “height” doesn’t matter
- > Screens that sit lower or are height-adjustable means no one is excluded from commanding a presentation or running a meeting

ACCOMODATING ALL CULTURES

Often, accomodating “cultures” is limited to the culture of business owners or cater to one culture over another. Encouraging your employees and guests to bring their “whole self” to work, and providing spaces that support their cultural or religious needs increases engagement and diversity without taking a sterile, unwelcoming stance.



INCLUSION BEYOND CULTURE

- > Implementing multiple temperature zones allows occupants to control the temperature within a specified range gives employees a sense of control & increased comfort
- > Activity Based Workplace solutions allow for choice of environment and accomodate introverts/ extroverts, individual working styles, and generational preferences/differences



Cultural rooms can serve multiple faiths and needs. Footwashing stations can exist side-by-side with areas to pray, meditate, or reflect.



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