



Embracing Diversity in Your Team

15 Ideas

1. Use data to talk about the importance of inclusion, diversity, and the benefits.
2. Encourage employees to attend networking events outside of the norm or their comfort zone.
3. Mentor new and high-potential employees from underrepresented groups.
4. Expose high-potential employees to new growth opportunities.
5. Encourage employees to attend and/or join employee resource groups/networks different from their own.
6. Learn about and embrace the *invisible* diversity differences within your team.
7. Find out a person's preferences for communication and interactions. Be respectful and treat them how they wish to be treated.
8. Review current inclusive policies and practices, create new ones, and apply them fairly and consistently.
9. Introduce a book club focused on topics from diverse authors and mindsets.
10. Offer and explain your rationale for flexible working arrangements.
11. Highlight and celebrate the diverse strengths of your team.
12. Pair diverse individuals together to co-present.
13. Be curious about other cultures; ask questions respectfully.
14. Explore how to provide an opportunity for international career experience.
15. Form a team of diverse employees to address strategic business challenges.