



## Organizational Strategies for Leading Workforce 2030

1. Adopt hiring practices and strategies to attract underrepresented talent.
2. Create winning, welcoming, and inclusive workplace cultures.
3. Embed Diversity & Inclusion in strategic/operating plan.
4. Ensure executive commitment - accountability.
5. Minimize Unconscious Bias in Decision Making.
6. Encourage/reward diversity of thought, innovative ideas, and problem solving.
7. Develop culturally competent and emotionally intelligent leaders.
8. Implement formal/informal mentoring and sponsorship.
9. Provide frequent and balanced feedback/coaching.
10. Create greater opportunity for a seat at the table.