



Strategies for Cultivating Cultures of Inclusion and High Performance

Assess your culture at all levels. Be willing to revise policies and practices that are adverse and outdated.

Adopt hiring practices and strategies to attract more underrepresented talent.

Ensure commitment from the top—accountability.

Encourage/reward diversity of thought, innovative ideas, and problem solving.

Minimize Unconscious Bias and apply an equity lens in Decision Making.

Develop culturally competent and emotionally intelligent leaders.

Implement formal/informal mentoring and sponsorship.

Embed DEI in your processes, policies, and practices.

Ensure psychological safety, trust, and belonging.

If you can't change the people, change the people