BE ACCOUNTABLE
☑ Call out bias. “If you see something, say something.”
☑ Challenge succession plans and slates that do not reflect multiple dimensions of diversity.
☑ Know the diversity vision of your organization and its connection to business objectives.

KNOW AND GROW TALENT
☑ Provide your support to an Employee Resource Group.
☑ Mentor someone with a different background than you.
☑ Give additional support to employees in stretch assignments.
☑ Provide regular, constructive, informal feedback.
☑ Allow for more autonomy and decision making at lower levels.
☑ Ask questions to explore proposed ideas rather than dismissing them.

OPEN DOORS
☑ Advocate for someone who isn’t represented at the leadership table.
☑ Partner with talent acquisition to build diverse slates.
☑ Support and hire from professional diversity organizations and universities.
☑ Share your talent across the enterprise.

LEAD BY EXAMPLE
☑ Share what diversity means to you and your personal pledge.
☑ Learn about different cultures and backgrounds.
☑ Take time to connect with employees and solicit feedback.
☑ Honor scheduled one-on-one meetings.
☑ Say “thank you” and recognize good work.