



How to Maximize an Inclusive Workforce

1 Educate. Provide regular training on diversity, equity and inclusion.

2 Encourage open communication and feedback to ensure everyone's voice is heard and valued.

3 Actively seek diverse perspectives in hiring, project teams, and decision-making processes.

4 Apply strategies to identify and address unconscious biases in hiring, promotions and everyday runnings.

5 Offer support systems for the underrepresented.

Lead by example. Demonstrate inclusive behaviors from top leadership to every position down.

Encourage open dialogue and feedback to ensure everyone's voice is heard and valued.

Ensure the workplace is accessible to all, physically and technologically.

Enforce a zero-tolerance policy for discrimination, harassment, and micro-agressions.

Implement flexible work arrangements and policies to accommodate individual needs.

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