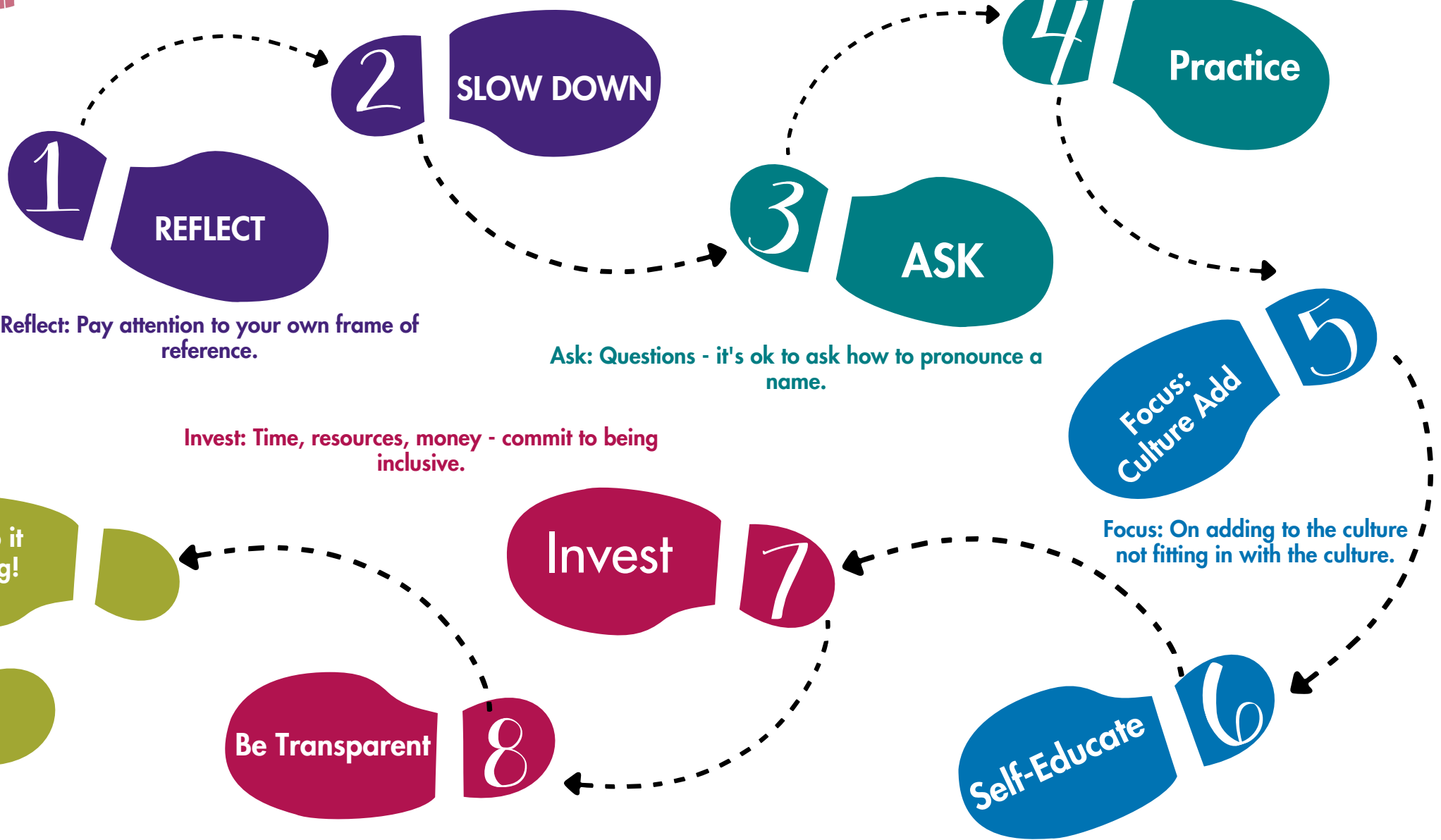




8 STEPS TOWARDS INCLUSIVE LEADERSHIP

Slow Down! Speed and spontaneity are rarely inclusive.

Practice: get comfortable with being uncomfortable.



Reflect: Pay attention to your own frame of reference.

Ask: Questions - it's ok to ask how to pronounce a name.

Invest: Time, resources, money - commit to being inclusive.

Focus: On adding to the culture not fitting in with the culture.

Be transparent: about pay equity; recruitment practices; retention.

Self-Educate: Read. Follow diverse accounts on social media.

