

Driving inclusion. Everyone can make a difference.



#PositiveImpact

Interrupt unconscious bias during people-related decisions



Insist on a **diverse candidate pool** when filling a role.



Have **diverse interview panels** (but don't force it).



Be **open-minded** about talent returning from a career break, from different industries, with broader experiences or flex working from day one.

Take an active interest in progress



Work with HR to **analyse progress or barriers** on diversity goals.



Check whether your teams are practicing **the values of an inclusive organisation**.



Learn from areas that are **doing better**.

Strengthen an environment of inclusivity



Sponsor diverse talent and **provide guidance**.



Create a **new normal** e.g. flexible working is not just for women with children.



Actively seek out those with **diverse views and experiences**.



Create a space where employees **can speak up** — and be open to **listen up**.



Challenge behaviours and be a **role model**.



Companies with higher-than-average diversity had

19%

higher innovation revenues¹

1 Harvard Business Review
January 30, 2018

Five easy tips to help you make a difference



1. Key jobs. Key projects

Encourage diverse talent into critical jobs or key strategic projects — get people real experience.



2. Ask questions

Don't make assumptions about what people want or their personal circumstances. Ask the question.



3. Back your talent

Support your diverse talent when they take on stretch tasks/roles. Affirm why they are the right choice.



4. Give valuable exposure

Provide learning opportunities by giving diverse talent the opportunity to excel in meetings with senior leaders and clients.



5. Don't sugar coat the messages

Tell it like it is — give real and constructive feedback.

