Ways to Value and Encourage Diversity

- Encourage people from all levels and all functions of the organization to participate in the diversity initiatives.
- Do your part to ensure equal access to career development and growth for EVERYONE.
- Engage diverse groups in the problem-solving process.
- Work to understand and value the different perspectives of others by thinking openly and listening thoughtfully.
- Change cannot happen overnight. Be honest about the timeframe and effort it may take to change your organization's acceptance of diversity.
- If you notice others displaying discriminatory behaviors, comments or jokes, confront them about it and offer ways for them to learn how to embrace diversity.
- Evaluate your organizational policies and practices and culture to ensure that they are not exclusionary.
- Challenge your assumptions, biases, and preconceived notions; (https://implicit.harvard.edu/implicit/demo/takeatest.html)
- Observe how employees treat each other. Training will play a critical role in identifying potentially discriminating behaviors and learning ways to change these behaviors.

One of the many goals of the Diversity Committee is to promote inclusive and creative solutions that solve business problems by helping you create a respectful environment that encourages teamwork and leadership amongst a diverse workforce.