

How Can Inclusive Leaders Make A Difference?

- **Interrupt Bias**
- **Notice who is missing** from the table, the phone calls, the meetings, the golf course, etc.
- **Expand your comfort zone** - get comfortable with being uncomfortable.
- **Act as an ally** - if you see something, you say something and ask people how you might be supportive of them.
- **Provide opportunity equitably** - make sure you are not favoring people from your 'in-group'.
- **Look broadly** - make sure you are including everyone so they can develop their talent.
- **Insist on accountability** from those that are your direct reports.