

#### The Diversity, Equity, & Inclusion



### Change Begins with Leadership



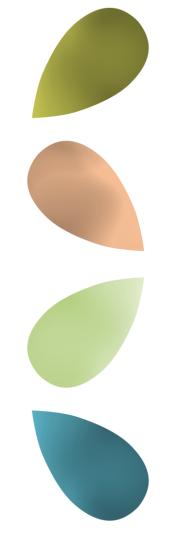
#### **Leaders Achieve Change by Knowing That:**

Diversity
Does Not Work
Without
Inclusion.

Creating an Inclusive Culture May Require Changes in Behavior.

Behavioral
Changes
May Require
Changes in
Structure.

Change
Begins with
Leadership.



# Four Essential Things to Know Before You Start

# 1

## DIVERSITY DOES NOT WORK WITHOUT INCLUSION.

An inclusive and welcoming environment builds confidence and creates an environment in which everyone feels confident in bringing their full professional selves – in ways that realize their full potential and drive team and company performance.

# 2

# CREATING AN INCLUSIVE CULTURE MAY REQUIRE CHANGES IN BEHAVIOR.

The way we communicate and interact with our colleagues is a core part of company culture and building an environment of trust in which everyone can thrive.

# 3

## BEHAVIORAL CHANGES MAY REQUIRE CHANGES IN STRUCTURE.

Companies can establish a structure of responsibility and accountability and policies and procedures – to support development of core competencies and skills that can lead to positive individual and team behavior.



#### CHANGE BEGINS WITH LEADERSHIP.

Your behavior is a model for others to follow and sets the tone and expectations as to how others use their competencies and skills to contribute to the company culture.



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