13 actions & behaviors you can take or do **now** to help create a more inclusive world

The following content is from *The Inclusive Leader: Maximizing the Mix* and is proprietary to 10,000 Feet, TAC Global, and Advantage Performance Group, partners in innovative learning solutions.
1. **Forgive someone** who has made a mistake in their efforts to be inclusive. Recognize that learning requires trying new things and being willing to not always “get it right” at first.
2. Mentor someone who is different from you in terms of their age, ethnicity, gender, LGBTQ+, disability, culture, etc.
3. Work to understand your potential blind spots through reading, watching TV specials and movies, listening to podcasts, etc.
4. Challenge yourself to engage in conversations about race to expand your understanding of how and where you can make a positive difference.
5. Catch yourself when having strong reactions to someone and ask yourself why?

Be aware that strong reactions may point toward a hidden bias.
6. Make a habit of **asking lots of questions** – it can undermine any incorrect assumptions, and it demonstrates that you value others’ insights.
7. Periodically **examine your network** to see who’s in it and who’s not. Proactively seek to create a more diverse network.
Take a look at the "room" and ask, **what voices are not at this table?** Challenge the **status quo** if certain groups are not represented.
9. Hold weekly/monthly team meetings and dedicate time to team building and “getting to know you” activities – even if the meetings are virtual. Lead exercises that build greater trust and inclusion.
10. Do a scan to ensure that your team – across all levels – is representative of the local talent pool. If it is not, partner with HR and others to create a strategy and set of actions to create a more diverse workforce.
11. Establish a team diversity & inclusion goal and hold yourself and your team accountable to it.
12. Remember the business world is an extroverted world. Find ways to get the best out of the introverts on your team.

Consider reading the book *Quiet: The Power of Introverts in a World That Can’t Stop Talking* by Susan Cain — or watch her TED Talk:

apg1.us/introverts
13. Take the free Harvard Implicit Association Test (IAT) to recognize your own biases and help ensure fair decisions are made when promoting, hiring and developing your team:

apg1.us/bias-test
Remember...

Be curious
Know that there is rarely a single “right” answer
Strive to make a connection
Let someone know you care
Lean in to make a difference
“People will forget what you said. People will forget what you did. But people will never forget how you made them feel.”

- Maya Angelou
Discover The Inclusive Leader

Inclusion doesn't have to be uncomfortable.

Create a lively discussion, generate awareness, and reinforce learning with 2 interconnected, game-based experiences that introduce serious concepts in a fun and engaging manner. Contact us to bring The Inclusive Leader to your organization!

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