

# The Diversity, Equity, & Inclusion



# TOOLKIT

**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.

# 4

## **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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