

ADOPT AN INCLUSION

Mindset



1

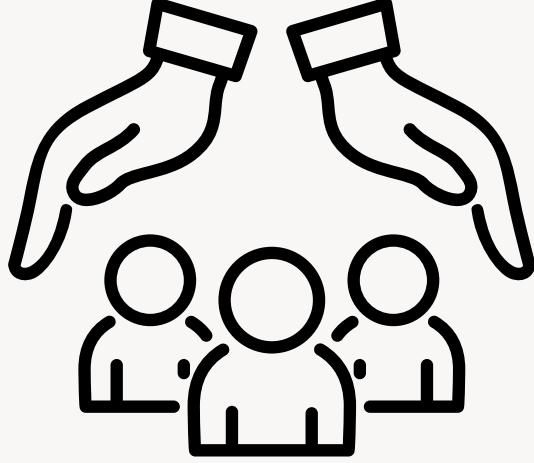
/ PRACTICE EMPATHY

- Ask 3 questions before providing your opinion, or ask 3 people for their opinion before providing your own.
- Acknowledge a conflicting perspective. If you disagree with someone, try starting with "I understand that you see things in this way" instead of "I have a different view..."

2

/ PRACTICE HUMILITY

- Create space for others to speak. Before you speak, ask yourself: "Am I the best person to comment on this? Or would it show more leadership to create space for another to speak now?"
- Check your bias. Ask a trusted colleague to point out bias when they see it in your decision-making or thinking.



3

/ PRACTICE RESPECT



- Practice microaffirmations such as explicit acts of listening, "Could you tell me more about that?", asking others for their opinions, "What's your take on this idea?"
- Pay attention to your language. Be mindful of people's preferences. If you encounter terms you don't understand, look them up to broaden your own knowledge.