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
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.
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.
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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