

Driving inclusion. Everyone can make a difference.



#PositiveImpact

Interrupt unconscious bias during people-related decisions



Insist on a **diverse candidate pool** when filling a role.



Have **diverse interview panels**.



Be **open-minded** about talent returning from a career break, from different industries, with broader experiences or flex working from day one.

Take an active interest in making change



Get a better understanding of barriers for **under-represented groups**.



Check whether your teams are practicing **the values of an inclusive organisation**.



Learn from areas that are **doing better**.

Strengthen an environment of inclusivity



Sponsor diverse talent and **provide guidance**.



Focus on **outcomes** not activities



Be cognizant of **not interrupting others**, especially women and women of color



Actively seek out those with **diverse views and experiences**.



Create a space where employees **can speak up** — and be open to **listen up**.



Challenge behaviours and be **a role model**.



Diversity drives performance and resilience through **innovation and better decision making**

+6% net profit margin¹

+14% stock performance during crises²

+19% innovation³

- 1. Petersen Institute for International Economics, 2016
- 2. Diversity, Equity, and Inclusion Still Matter in a Pandemic, BCG 2020
- 3. How Diverse Leadership Teams Boost Innovation, BCG 2018

Five easy tips to help you make a difference



1. Key jobs. Key projects

Encourage diverse talent into critical jobs or key strategic projects — get people real experience.



2. Ask questions

Don't make assumptions about what people want or their personal circumstances. Ask the question.



3. Back your talent

Affirm why they are the right choice. Amplify their ideas and contributions. Support your diverse talent when they take on stretch tasks/roles.



4. Give valuable exposure

Provide learning opportunities by giving diverse talent the opportunity to lead in meetings with senior leaders and clients.



5. Give frequent and actionable feedback to everyone.

Be aware of how our unconscious biases affect the quality, clarity, frequency and effectiveness of feedback.