

# Commitment to Inclusivity

## Reflection Guide

### What is the Inclusivity Commitment?

Our organization's Inclusivity Commitment is a written statement from each leader that expresses our collective goal of fostering a global culture of **pride**, **camaraderie** and **belonging** among employees. We will achieve this by uniting through teamwork and purpose, leveraging inclusivity as a strength, identifying and mitigating bias, and creating a corporate-wide culture of respect and appreciation for all differences.

### Why is it important as a leader?

Change starts from the top. When leaders should use their authority and organizational influence to drive a culture that mirrors their **Commitment to Inclusivity**, the employees they manage and the peers they inspire will want to reflect that same behavior.

### How do I use it?

- Read the full [Inclusivity Commitment](#) and reflect on what it means to you personally. Encourage your team members to do the same.
- Decide how you and your team, will work together to positively influence teamwork and celebrate cultural uniqueness within your team/division/business.
- Reflect on the questions in the right column. Act where needed.

### How do I talk to my team about it?

1. Plan your approach and prepare for the conversation.
2. Find a safe space to talk.
3. Establish norms and ground rules before the discussion.
4. Use the reflection questions (right column) to facilitate the conversation.

### What questions should I ask to facilitate a healthy dialogue about it?

- How does my Inclusivity Commitment align with our company's mission, vision and values?
- Why is it important for our company to be unified as a team? What are the potential consequences if we are not?
- What more I can do, either personally or professionally, to further demonstrate my commitment to leading inclusively? How can I influence my peers to do the same?
- In what way does my Inclusivity Commitment reflect the *true* culture and climate currently at our company? Is it celebrated, encouraged, or discouraged?
- How should I hold myself accountable for demonstrating the principles of my Inclusivity Commitment each day? How should I hold my team and peers accountable?

### Where should I do to get started?

- Build a common and open language of inclusivity and belonging.
- Plan for how you will respectfully, but courageously, speak up if you witness actions contrary to your Inclusivity Commitment.
- Show your dedication and transparency by displaying your Inclusivity Commitment in your office or workspace. (Additional translations available)
- Education yourself on areas you lack knowledge. There are unlimited tools, particularly AI, that can provide customized best practices and tips for leading inclusivity.
- Get comfortable with being uncomfortable. Becoming a change agent can be challenging but well worth it in the end.

