

Six

*Meaningful Steps
You Should Take For*

DIVERSITY, EQUITY & INCLUSION

DIVERSITY, EQUITY, AND
INCLUSION IN THE
WORKPLACE IS NOT
SOMETHING THAT
SPROUTS MAGICALLY
OVERNIGHT. IT REQUIRES
CARE, PATIENCE, AND A
LONG, BUT WILDLY
FULFILLING JOURNEY.

ACTION STEPS

THE STEPS OUTLINED IN THIS
INFOGRAPHIC CAN HELP ANYONE
GENUINELY INTERESTED IN
CONTRIBUTING TO THE SUCCESS
OF A DIVERSITY, EQUITY, AND
INCLUSION PROGRAM THAT WORKS.



One *Educate Yourself*

THE FIRST STEP IN ANY WORTHWHILE DE&I JOURNEY IS TO EDUCATE YOURSELF. BETWEEN NETFLIX DOCUMENTARIES, BEST-SELLING BOOKS, AND FREE PODCASTS, THERE'S A WEALTH OF CONTENT AVAILABLE TO KICK-START YOUR LEARNING.

HERE'S A FEW OF OUR FAVORITE RESOURCES:

WHITE FRAGILITY

AWARD WINNING BOOK THAT EXPLORES RACE RELATIONS IN THE U.S.

CODE SWITCH

FREE DE&I FOCUSED PODCAST FROM NPR

13TH

NETFLIX DOCUMENTARY EXPLORING RACIAL INEQUALITY IN THE U.S

HOW TO GET SERIOUS ABOUT DIVERSITY & INCLUSION IN THE WORKPLACE

FREE TED TALK ON YOUTUBE



**TAKE A BRIEF MOMENT TO SINCERELY REFLECT ON
THE CURRENT STATE OF DE&I AT YOUR COMPANY.**



**DOES YOUR BUSINESS OFFER AN
INCLUSIVE ENVIRONMENT?**



**HOW MANY DIFFERENT
ETHNICITIES ARE
REPRESENTED AT
YOUR COMPANY?**



**DO YOU HAVE A
DIVERSE
LEADERSHIP TEAM?**



50%

**OF CURRENT EMPLOYEES
WANT THEIR WORKPLACE
TO DO MORE TO INCREASE**

DIVERSITY



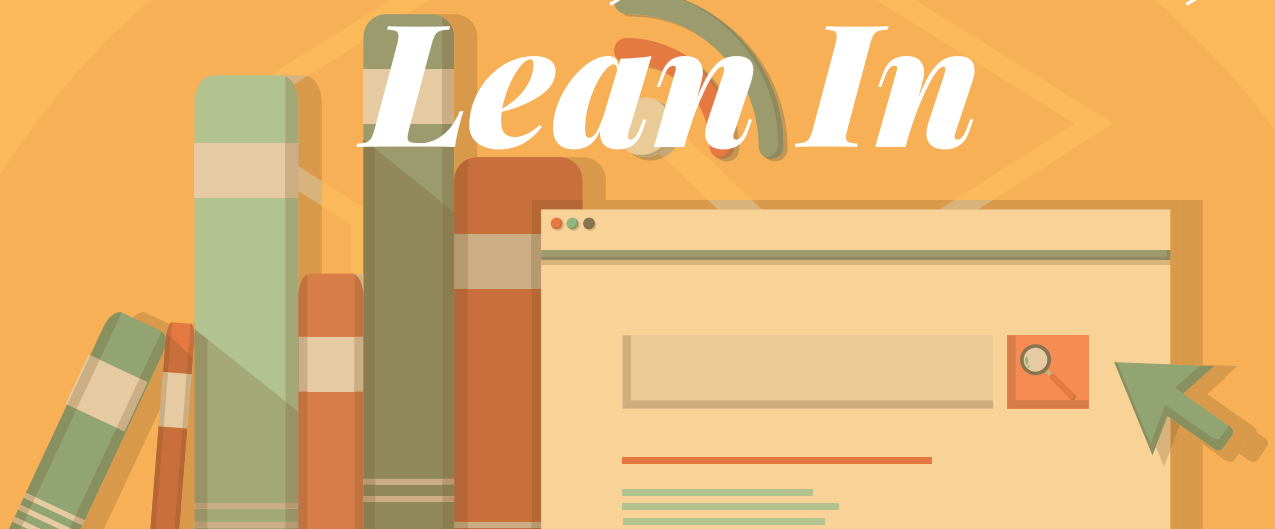


Three *Sit In The* *Uncomfortable*

REGARDLESS OF THE STATE OF YOUR DE&I CULTURE TODAY, ODDS ARE GOOD THAT IT CAN BE IMPROVED. COME TO TERMS WITH YOUR CURRENT DE&I CULTURE AND DEVELOP PURPOSEFUL GOALS TO ENHANCE IT.



Four *Listen, Learn,* *Lean In*



WITH AN OPEN MIND, **LISTEN** TO YOUR EMPLOYEES, COLLEAGUES, AND THE COMMUNITY AT LARGE TO **LEARN** HOW YOU CAN BETTER YOUR EFFORTS TO **LEAN IN** TO A MORE DIVERSE AND INVITING ENVIRONMENT.



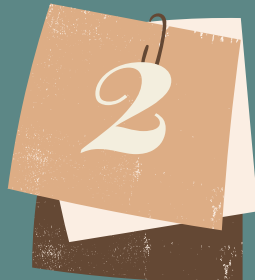
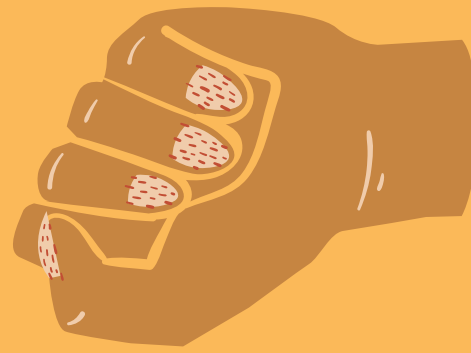
Five Take Action

GET STARTED ON IMPROVING YOUR DE&I CULTURE BY TAKING ACTION. HERE ARE A FEW TANGIBLE IDEAS TO GET YOU STARTED:



FORM

A DE&I COMMITTEE



HIRE

A DE&I COACH



DOWNLOAD

DE&I DISCUSSION GUIDES



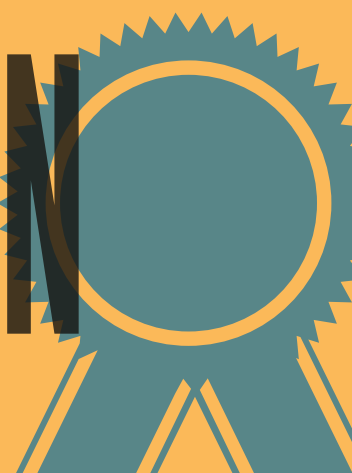
SEND OUT

DE&I EMPLOYEE SURVEYS



CHAMPION

DE&I PROGRAMS





Be An Ally

ALLIES ARE ESSENTIAL TO BUILDING AND MAINTAINING A STRONG FOUNDATION OF DIVERSITY, EQUITY, AND INCLUSION. THEY HELP EMPOWER EVERYONE IN AN ORGANIZATION TO EXCEL, FEEL WELCOMED, AND PERFORM THEIR BEST WITHOUT FEAR. STRIVE TO BECOME THE BEST MENTOR AND ALLY YOU CAN BE.

DIVERSITY, EQUITY, AND INCLUSION ARE ABSOLUTELY PIVOTAL TO THE LONG-TERM SUCCESS OF EVERY COMPANY. WHILE IMPACTFUL DE&I PROGRAMS DON'T HAPPEN OVERNIGHT, THESE STEPS CAN HELP GET YOU ON THE RIGHT TRACK TO A BRIGHTER FUTURE.

AT VERSIQUE, OUR SINCERE PASSION IS TO CONTINUOUSLY IMPROVE OUR COMPANY AND THE COMMUNITY BY HAVING OPEN DE&I CONVERSATIONS WITH CLIENTS, CANDIDATES, AND STAFF AT EVERY CHANCE WE GET.

WE'D LOVE TO HEAR YOUR THOUGHTS AND HOPE THIS INFOGRAPHIC CAME IN HANDY.

#Let's Talk
DIVERSITY



Versique

