5 Ways to Improve Equity in Your Workplace

1 Acknowledge that you simply can't afford *not* to make equity a priority.

As a leader, you have an opportunity to influence or direct the culture, tone, priorities, and direction of those you serve. You also have the chance to laterally impact leadership and others who influence direction. It is in the best interests of your organization to create a culture where workers feel safe, respected, fairly treated, and enabled and motivated to flourish. Not only is this good for business – it is also the right thing to do.

## 2 Set your sights on leading... not just compliance.

In terms of managing risk, there is a minimum standard expectation for leaders as they protect the rights of all workers and ensure an environment that is free from discrimination.

Minimal legal compliance is your duty, but you can also do better – seek to gain a reputation as a great employer where every person can feel safe. Be an organization where inequities are talked about and addressed and where all employees like coming to work.

3 Be open to learning about matters of equity.

Acknowledge that we are all on a journey of growing in our understanding of equity, diversity, and inclusion at work. This is particularly important for those who lack lived experience of being impacted by oppression, racism, inequity, ableism, or workplace harassment. Create a work environment where there is opportunity for feedback and honest reflection. If your workforce lacks visible diversity, ask why, find answers, and commit to solving the problem.
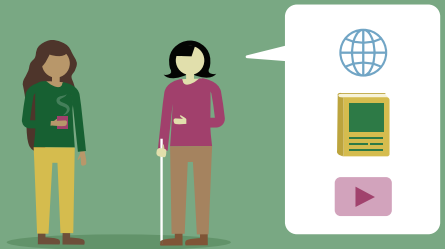
4 Establish an equity and inclusion working group.

Create a working group to initiate an equity audit and then inform, develop, implement, and monitor an equity and human rights strategy for your organization. Make the group matter to the life of your organization – provide resources, support, and time for them to meet on a regular basis during work hours. Roll up your sleeves and participate in this work.

5 Set targets, collect data, and create an accountability framework.

Ultimately, words have to translate into meaningful, positive action that produces results. The tone must be set at the top by senior leaders in the organization. They must "walk the walk" and actually set targets, collect data, measure progress and impact, keep the topic top-of-mind, and make it matter across the entire organization – every day, throughout every department, and in every interaction.