

19 WAYS TO IMPROVE WORKPLACE CULTURE IN 2021

Each year, we share this data in the hopes of not only increasing awareness of where organizations are falling short in the quest for diversity and equality, but also to inspire real and meaningful action to move the needle, advance change and help drive progress.

The truth is, change will likely come through many forms and some of it requires long-term planning — most obviously as we continue to work to improve and prioritize pipeline development of diverse future leaders. There also should be a philosophical shift in culture and that can only happen by taking real, concrete steps to become more inclusive, root out potential implicit bias and prioritize courageous conversations, flexibility, active listening and empathetic understanding.

With that in mind, and in honor of the 19th Amendment, here are 19 concrete examples to help drive change within your walls and across our region.

1. Include diversity metrics for your Board of Directors into your shareholder disclosures this year. If you can't do it this year, commit to taking this step by next year.
2. Be transparent and hold yourself accountable by issuing and sharing a [Diversity & Inclusion Transparency Report](#) for your organization.
3. As an organization, become a signatory of [CEO Action for Diversity & Inclusion](#) and as leaders, join the 1,300+ who have taken the [personal pledge](#) to find ways to drive inclusion in their own lives.
4. Align your organization's community outreach to support diversity nonprofits.
5. Establish an Inclusion or Affinity Network for women and their allies.
6. Meet with clients to share leading practices and points for consideration as they launch their own Inclusion or Affinity Networks for women.
7. Incorporate ongoing Diversity & Inclusion Awareness training and Unconscious Bias training for your entire workforce.
8. Embrace Flexible Work Arrangements that allow talent to create work schedules that meet their job requirements while adapting to the responsibilities of their personal lives. Revisit existing benefits to support female professionals.
9. Push your Board to establish term limits and create a succession plan that includes a detailed timeline.
10. Assess your organization's hiring and promotion strategy to confirm it recognizes and rewards based on skills and not just credentials.
11. Provide assistance in preparing for the future workplace through virtual panel discussions and events focused on assisting professionals with ideas of how to juggle their many work, life and childcare responsibilities.
12. Boost soft skills training through sessions addressing communicating with confidence and advancing careers.
13. Consider incorporating improv training into your workplace learning curriculum to help employees think on their feet, problem solve and become better listeners.
14. Create a Leadership Chat program with regular small group discussions between leaders and women in the office to encourage conversations around the importance of the female voice at work, advancing women of color, making a great first impression, and more.
15. Establish a mentorship program to connect current and emerging diverse leaders.
16. Sponsor programs for women to attend training conferences.
17. Institute a company policy whereby diversity, including diversity of gender, origin, and background, is a specific criteria when identifying candidates for Board of Directors and Executive Officers.
18. Redesign recruiting strategies to hire diverse and high-quality talent company wide and think about ways to eliminate the potential unconscious bias in the hiring process.
19. And last but not least.. Use the Women in Leadership Report as a catalyst for dialogue at your organization!