Make diversity and inclusion a priority of executive leadership through a written statement of commitment and active leadership involvement in company efforts, celebrations, advisory groups, etc.
Make diversity and inclusion a priority by creating a strategic framework that includes diversity and inclusion in all departments and workplans.
Always require a diverse slate of candidates for every open position.
Diversity and inclusion is part of the new employee orientation and follow up sessions are offered for all staff.
Provide annual trainings or workshops on different topics such as implicit bias, recruitment, retaining and promotion or achieving cultural competency.
Make sure photos in all publications include a culturally diverse group of people. If you are advertising to a certain market, consult with knowledgeable employees or professional firms about the market.
Recruit thoughtfully - Cultivate relationships and recruit from institutions that typically attract a diverse student body.
A company can go a long way toward retaining its diverse talent if its workforce feels supported and valued... link your employees to a support network.
Recognize and celebrate your diverse groups of employees. Dedicate a day of celebration to signify the holiday or contributions that each group has made to the United States.
Have employee resource groups that are open to all employees. Each group you form should have a shared mission statement, tied to your organization’s diversity strategy, as well as its own vision statement, goals, and plans of action.
Multiple voices lead to new ideas, new services, and new products, and encourage out-of-the-box thinking.

Forbes Insight - Global Diversity and Inclusion
In 1980, only 20% of the population in the U.S. was non-white, in 2000 that percentage had increased to 25%. By 2010, 33% of the population was non-white, and by 2040 half of the population will be made up of groups now considered “minorities.”
Inclusive decision-making leads to better business decisions up to 87 percent of the time. Business teams drive decision making twice as fast with half the meetings. Decision outcomes can improve by 60 percent.

Cloverpop - Hacking Diversity with Inclusive Decision Making
“When you can move people to contribute to their fullest, it has a tremendous impact,” noted Rosalinda Hudnell, director of global diversity and inclusion at chip maker Intel.

Forbes Insights – Fostering Innovation Through A Diverse Workforce
Companies in the top quartile for gender diversity were 15 percent more likely to have financial returns that were above their national industry median, companies in the top quartile for racial/ethnic diversity were 35 percent more likely to have financial returns above their national industry median.
In the United States, estimates of buying power indicate that LGBT individuals controlled $790 billion in 2012 and African Americans controlled $1.1 trillion in 2015.
Assign a top executive the responsibility for leading and sponsoring the inclusion and diversity program.
Create an internal and externally-visible scorecard to measure progress for recruiting, promotion rates, compensation levels, participating in coaching programs, turnover, and participation in ERG’s (Employee Resources Groups), supplier diversity.
Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints and to expect that reaching consensus will take effort.
Companies with inclusive cultures have lower turnover.

Caroline Turner, Principal - Difference WORKS
An organization with a reputation for being a good place to work for diverse groups has an easier time recruiting talent from today’s diverse hiring pool.

Caroline Turner, Principal – Difference WORKS
Research shows that diverse teams process facts more carefully and are more innovative.

Caroline Turner, Principal - Difference WORKS