



# Checklist on Actions to Take

CREATING A DIVERSE AND INCLUSIVE  
WORKPLACE CULTURE



CENTRE FOR  
SOCIAL INTELLIGENCE

# D&I CHECKLIST

## FOR OVERCOMING RESISTANCE ...

- Provide simple, clear choices and consequences
- Have protocols in place
- Identify behaviour showing a lack of adoption or buy-in
- Use feedback tools to solicit acceptance of a D&I strategy
- Conduct meetings, interviews, focus groups and training workshops
- Utilize individual and corporate strategies
- Identify the root causes of resistance
- Provide ongoing coaching opportunities



# D&I CHECKLIST

## FOR INCLUSIVE LEADERSHIP...

- Embed D&I into company values
- Create a respectful company culture
- Create a sense of belonging within the workplace
- Engage with information on diversity and inclusion
- Value and pursue diversity from multiple viewpoints
- Use your influence to promote D&I
- Focus on culture add, not culture fit
- Tie psychological safety to physical safety
- Foster values of respectful dialogue and mindful inquiry



# D&I CHECKLIST

## FOR BEING AN ALLY...

- Practice allyship behaviour
- Ask questions, don't assume
- Embrace being uncomfortable and educate yourself
- Acknowledge your power and privilege
- Be an active listener
- Practice rapid disruption techniques
- Be intentional with your actions and decisions



# HOW CAN CENTRE FOR SOCIAL INTELLIGENCE HELP?

## Services Provided:

- Executive Coaching
- Training
- Diversity and Inclusion Programs
- Consulting
- Focus Groups

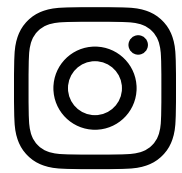


# CONNECT WITH US

## Centre for Social Intelligence



<https://www.centreforsocialintelligence.ca/>



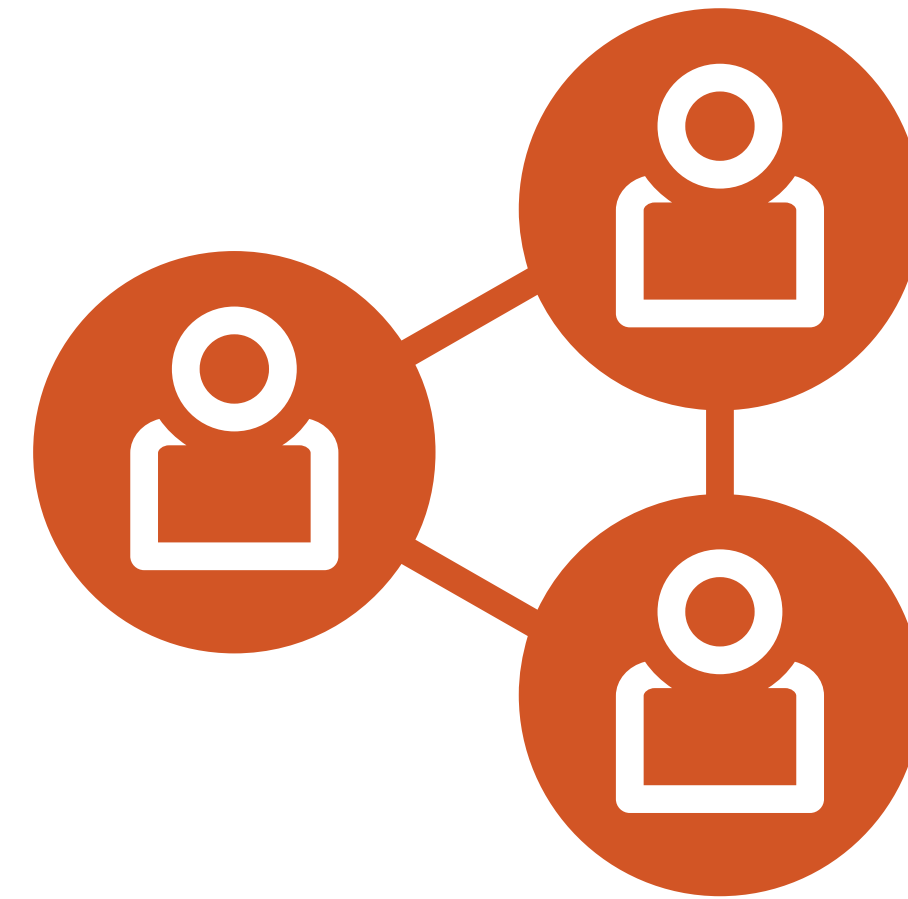
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# THANK YOU

