

# Make your DIBs Resolutions

*Help your leaders walk the walk. Here are some tips for inclusive leadership.*

- Attend an Employee Resource Group event with one of your direct reports.
- Share a learning with your team from attending an event, reading a book or watching a clip on a DIBs-related topic.
- Practice vulnerability or sharing "oops" moments as part of your learning journey.
- Be genuinely curious about others.
- Have coffee with peers or colleagues to learn more about them on an individual basis.
- If you don't often find yourself in the minority, seek out experiences where you'll be surrounded by people unlike you (e.g., attend a conference, a company event, etc).
- Hack your own feed—take time to subscribe to podcasts or pages from different communities or authors from underrepresented groups. Start normalizing different perspectives in your own feeds so you can begin learning on your own.
- Don't ask *if* there is bias, ask *where* the bias is.
- Constantly check for biased patterns on your team. Consider who is getting the "glamor work" (e.g., assignments with high visibility), and who has a pattern towards receiving "office housework" (e.g., planning the baby shower, team happy hour, etc.)
- Be thoughtful about how to allow maximum participation and interaction. Some appreciate receiving agendas or brainstorm questions ahead of time. Not everyone is an "on the spot" contributor, and that's okay.
- Observe how your team interacts with one another—are there in-groups and out-groups? Does everyone feel welcome to team outings? Are you being aware of the implications of *when* celebrations are conducted (e.g., after work may not be okay for caregivers, events during religious holidays may exclude those observing).