WHAT SHOULD BE YOUR
TOP TEN
EDI PRIORITIES?

1. LEADERSHIP COMMITMENT

True change begins at the top. EDI initiatives must be championed by senior leadership to ensure they are prioritised across the organisation. Leaders should actively participate in and promote EDI activities, demonstrating their commitment through words and actions.

2. INCLUSIVE RECRUITMENT

Attracting diverse talent requires an intentional approach to recruitment. This means broadening the scope of where and how you recruit, using inclusive language in job descriptions, and ensuring that selection panels are diverse to minimise bias.

3. ONGOING EDUCATION AND TRAINING

EDI is a journey, not a destination. Regular training for all employees on topics such as bias, microaggressions, and inclusive leadership is essential. Education should be continuous, with opportunities for employees to engage in meaningful discussions and self-reflection.
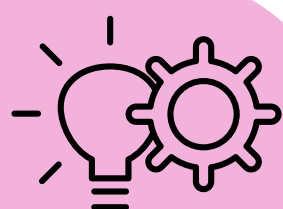
4. DATA-DRIVEN DECISION MAKING

Collecting and analysing diversity-related data allows you to track progress and identify areas for improvement. Metrics can include demographic data, pay equity analysis, and employee feedback. Use this data to inform your EDI strategy and make informed decisions.

5. EQUITABLE POLICIES AND PRACTICES

Review existing policies and practices to ensure they promote equity. This includes fair pay, flexible working arrangements, and unbiased performance evaluations. Consider how different groups might be disproportionately affected by your policies, and make necessary adjustments.

6. EMPLOYEE RESOURCE GROUPS (ERGS)

Support the formation of Employee Resource Groups (ERGs) to provide safe spaces for underrepresented groups. ERGs can foster a sense of community, provide leadership opportunities, and offer valuable insights to leadership on the needs and concerns of diverse employees.
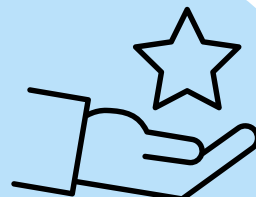
7. INCLUSIVE COMMUNICATION

Ensure that your communication practices are inclusive and accessible to everyone. This includes using gender-neutral language, being mindful of cultural differences, and providing materials in multiple formats (e.g., braille, audio, different languages) to accommodate all employees.
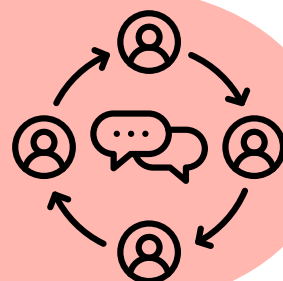
8. ADDRESSING BIAS

Biases can influence decisions in hiring, promotions, and daily interactions. Implement tools and strategies to mitigate these biases, such as structured interviews and standardised performance reviews.

9. FOSTERING A SENSE OF BELONGING

Inclusion goes beyond diversity; it's about ensuring that all employees feel valued and accepted. Create a culture where everyone's voice is heard, and encourage collaboration and open dialogue. Recognise and celebrate the unique contributions of each team member.

10. ACCOUNTABILITY AND TRANSPARENCY

Hold your organisation accountable by setting clear EDI goals and regularly reporting on progress. Transparency about challenges and successes helps build trust and shows a genuine commitment to continuous improvement.