7 Actions for Leading or Creating an Inclusive Organization

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2. **Be inquisitive.** Seek a range of perspectives.

3. **Set the vision.** Explain the reasons why inclusion is important.

4. **Model inclusive behaviors.** Demonstrate that "none of us is as smart as all of us."

5. **Champion the change effort.** Be an active advocate for change.

6. **Speak out when necessary.** Hold the organization accountable; it is also on a learning curve, and it needs constructive feedback.

7. **Hold each other accountable for all of the above.** Hold your direct-reports accountable. Be a learning-partner for them as well as all leaders.

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