

Leaders set the tone in an organisation and, therefore, if diverse talent is going to join and thrive in your organisation, they will look to how you behave. So what can you do to help create an inclusive culture and demonstrate your commitment to diversity?

Public commitment to inclusion and diversity	Demonstrate your support for inclusion and diversity publicly – internally and externally. Be clear about why you believe in inclusion and diversity and its importance to your business and then ensure that you behave consistently.
Strategy and progress	Take an active role in developing your firm’s inclusion and diversity strategy and track progress.
Personal objectives	Set personal objectives around inclusion, for example, to recruit x women, to mentor or sponsor a high potential woman, to act as executive sponsor to the women’s network, to speak at a conference on the importance of diversity.
Public profile of firm	Check that your organisation is portraying an inclusive culture in terms of its website, who speaks for the firm, who speaks at conferences etc.
Support women’s network	Support your women’s network – attend their events and listen to their views.
Mentoring and sponsorship	Mentor and sponsor women in your organisation and beyond; consider reverse (or reciprocal) mentoring.
Role model	Be open about how you manage work / life balance - and how leadership can be done in different ways and with different working practices. Be a role model.
Challenge behaviours	Be aware of your own behaviours (who you give privileged access to, for example) but also be prepared to challenge non-inclusive behaviour and language. Men need to be challenging everyday sexism at work just as much as women.