

# 5 WAYS

## Leaders Can Support Historically Underrepresented Groups in the Workplace



### 01 First, do no harm.

Learn the ways in which bias shows up in you—as a leader—so you can better identify it when it is happening. Take accountability in bias-mitigating skill development.



### 02 Hire (+ promote) based on the value an employee brings, not because of how they identify - that is illegal.

But acknowledge that a person's lived experience is shaped by how they identify and brings its own level of intelligence. That is valuable. It is priceless.



### 03 Create an inclusive environment.

Gain perspective and empathy from employees. Build psychological safety. Remember that although you may have good intent, your employees may be impacted differently by your leadership style. Learn to listen. Believe them the first time.



### 04 Edify and position people well inside the organization.

Learn the ways in which bias shows up in you—as a leader—so you can better identify it when it is happening. Take accountability in bias-mitigating skill development.



### 05 Share the career success playbook.

Acknowledge that there are unwritten rules for success at your workplace. Then, either create equity in opportunity and promotion by sharing the unwritten rules to succeed with all employees or dismantle them completely, so no one has access because not everyone has access.