



FSAE DIVERSITY, EQUITY & INCLUSION TOOLKIT

BEST PRACTICES

for Diversity, Equity & Inclusion

PRO-ACTIVE COMMITMENT

There must be a **proactive approach** to building a diverse, equitable, & inclusive workplace. Leaders should encourage creating a work environment that fosters a culture of respect and inclusion.

Is there a written statement of this commitment?

CORE VALUES

DEI initiatives should be reflected in the core values of the organization, with **the goal of respect for all people - stakeholders and employees.** This includes workplace culture as well as foundational documents like Mission statements, Vision statements, etc.

ENHANCE RESPECT

Don't assume everyone has the same definition of respect. **Make expectations clear** regarding choices, behaviors, and verbal/ non-verbal communication such as eye-rolling and talking over others.

Are leaders encouraging inclusion via actions and speech?

COMMUNICATION

Consistent messaging, training, and programs should be available throughout the organization. Create a safe environment for discussion that **focuses on understanding.**

Do I actively engage and solicit feedback from others that look and think differently than me?

Explore these ideas further through the collected resources of the **FSAE Diversity, Equity & Inclusion Tool Kit**
- www.fsae.org/toolkit -