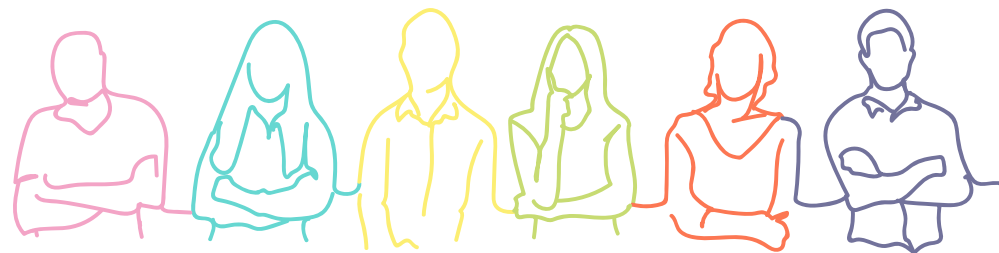
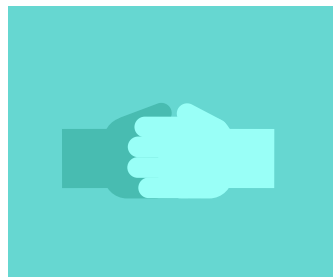


Be an Inclusive Leader in the NSW Public Sector



Be committed



Be courageous



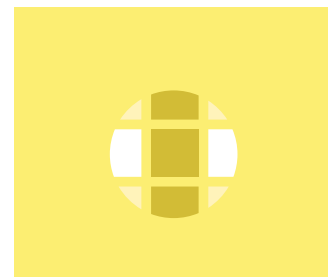
Be conscious of bias



Be curious



Be culturally aware



Be collaborative



I consistently share how important it is to me that others are treated with fairness and respect.

I understand where my weaknesses may exist and share them openly.

I ask for feedback from others to raise my blind spots and be more inclusive.

I communicate calmly and respectfully to my team in the face of pressure.

I ask questions to learn more about others' backgrounds.

I communicate to team members that they should feel safe to raise any issues or concerns.

I speak up when I observe non-inclusive behaviour, and affirm inclusive behaviour.

I share my own stories and personal challenges in relation to diversity and inclusion.

I talk about how personal biases can create a lack of equality in the workplace.

I deliberately ask the quiet members of the team about their views in meetings.

I change my verbal communication style appropriately when a cross-cultural situation requires it.

I highlight shared goals to help different team members to work together.

What I do...

- My actions reflect equality as a core value to me.
- I regularly check-in with others to see what else they need to feel included.
- I allocate resources (e.g., time, energy) to improve inclusion.

- I do not act as if I am above others.
- I help others to learn from my own strengths and weaknesses.

- I look for and correct bias in the system.
- I assign tasks / evaluate performance fairly.
- I intentionally put in processes to ensure my personal biases do not influence my decisions about others.

- I am approachable and open to new ideas.
- I listen closely and make time to better understand the diverse experiences of team members.
- I work comfortably with ambiguity and uncertainty.

- I seek opportunities to work with people from different backgrounds.
- I accept that different cultural situations may require me to adapt my behaviour.

- I work hard to accommodate different working styles and preferences to get the best out of others.
- I create an environment where team members feel safe to take a risk.