

Micro-choices. Micro-actions. Micro-behaviors.

What can we do as leaders to make inclusion the norm—not the exception?

What diversities do I bring?

The moment:
When I appreciate in others the things they bring that I don't.

Who is in my network?

The moment:
When I'm friending, liking, Instagramming, networking.

Who's missing?

The moment:
When I have to tackle a new problem. Face a conundrum. Lead into the unknown.

When do I stick with my tribe and when do I reach out to new people?

The moment:
When setting a new direction or strategy.

Who do I mentor? And why?

The moment:
Sharing my best advice with people I feel matter.

Who do I acknowledge, and who do I not see?

The moment:
When I encounter a room of people I have yet to meet.



What judgements am I passing on others?

The moment:
When I listen to people's stories, analysis, ideas.

Who do I say 'hello' to?

The moment:
When I welcome someone to my table.

Who is the customer?

The moment:
When I am trying to conceive of, test, or beta a product.

Who gets the promotion?

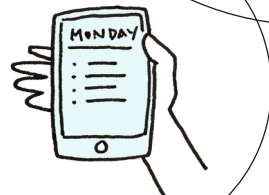
The moment:
Who gets promoted as a sign of what we value in people.

Who gets featured on our website?

The moment:
How we explain who we are, and what we value.

Who is on speed dial?

The moment:
Who are my go-to people when I'm in a jam?



What is the full set of diversity required for success in this situation?

The moment:
When I face something that requires more diversity to solve or work through than I've encountered before.

How do I respond to new ideas?

The moment:
When someone not like me presents a perspective I had never considered.

What do we underscore as the 'right thing to do'?

The moment:
When I am creating policy, procedure, or cultural norms.



Am I making the space I need to show up at my best?

The moment:
I can only help others show up as the best version of themselves—if I make time to do so too.

What am I assuming about this person?

The moment:
When I am recruiting, casting, choosing my team.

How do I decide who gets invited to the meeting?

The moment:
When I issue a calendar invite.

Who talks over whom? Am I favoring certain voices over others?

The moment:
When we're doing the essential work of collaboration.

