

HOW TO PROMOTE INCLUSIVENESS AND DIVERSITY

To foster an inclusive culture, PEO needs to model and encourage inclusive behaviors, such as listening, empathizing, respecting, and collaborating. PEO also needs to create and maintain a safe and supportive space where everyone can express their opinions, ideas, and concerns without fear of judgment or retaliation.

7 WAYS TO PROMOTE INCLUSIVENESS & DIVERSITY WITHIN PEO

1. **Be yourself – be your professional authentic yourself**

Be brave enough to show up at PEO events/sessions. When working with your fellow team members, be professionally authentic, and remember that whatever you put out there will be reflected.

2. **Speak up about inclusion**

Following on from being your authentic self – always speak up in a healthy way ensuring that your decision aligns with your values and beliefs. Don't be afraid to be the lone voice in the room.

3. **Think about how you communicate**

Be patient, always listen and allow others to speak and express themselves. Respect the time of the person you are addressing, give them your full attention by being sensitive and not interrupting and over-talking.

4. **Respond from a place of personal experience**

Don't dismiss or dispel contributions from other people. This is important and regardless of whether you agree, it helps keep the conversation open to all.

5. **Pronouns**

It's ok to ask which pronoun an individual prefers, in fact it is seen as a positive trait showing your curiosity and acceptance.

6. **Challenge stereotypes**

When meeting someone new, recognize the power that your own biases have, how they are making you feel. Take a breath before you move forward.

7. **Support your fellow team members' differences**

Educate yourself in fellow team members' backgrounds.

Respectfully,

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