



culture**monkey**

35+ Actionable DEI Tips for Workplace Inclusion



Inclusion doesn't happen by chance—it's built through everyday actions. These DEI tips are simple, practical, and designed to create workplaces where people feel valued and supported.

1. Leadership commitment ensures DEI values are visible, practiced, and championed daily.
2. Use diverse hiring panels to reduce bias and encourage fair recruitment.
3. Write inclusive job descriptions with clear, gender-neutral, and bias-free language.
4. Provide unconscious bias training to recognize and address hidden workplace prejudices.
5. Create inclusive onboarding programs that welcome and support all new employees.
6. Launch mentorship programs to empower underrepresented employees with growth opportunities.
7. Strive for diverse representation across all leadership and decision-making roles.
8. Establish employee resource groups to celebrate diversity and foster belonging.
9. Encourage inclusive language in workplace conversations, documents, and presentations.
10. Deliver regular DEI training sessions for all employees, not one-time events.

11. Conduct frequent pay equity reviews to ensure fair compensation across groups.
12. Offer flexible work arrangements to meet diverse employee needs and lifestyles.
13. Ensure physical and digital spaces remain accessible for employees with disabilities.
14. Set up feedback channels where employees can safely share DEI concerns.
15. Recognize and celebrate cultural holidays to honor employee traditions respectfully.
16. Implement anti-racism policies and provide training that supports active allyship.
17. Source from diverse suppliers to strengthen equity and business partnerships.
18. Make meetings inclusive by balancing voices and rotating speaking opportunities.
19. Provide inclusive benefits like family care, mental health, and gender-neutral restrooms.
20. Use accessible technology that supports employees with different abilities and needs.
21. Encourage allyship by recognizing and rewarding those supporting underrepresented colleagues.

22. Share DEI progress transparently with employees to build accountability and trust.
23. Support employee-led ERGs by empowering underrepresented groups to lead initiatives.
24. Promote pronoun usage in signatures and introductions to normalize gender inclusivity.
25. Train employees on cultural competence to respect global and local differences.
26. Review recruitment processes frequently to eliminate hidden or structural biases.
27. Build leadership programs that intentionally develop underrepresented groups for advancement.
28. Analyze pay equity intersectionally across gender, race, and other demographics.
29. Ensure remote work policies include accessibility and flexibility for all employees.
30. Define clear DEI accountability metrics to measure progress and drive improvement.
31. Set supplier diversity goals to partner with minority-owned and inclusive businesses.
32. Use transparent promotion criteria to evaluate performance and inclusivity contributions fairly.

33. Host diverse recruiting events to connect with talent across underrepresented communities.
34. Provide translation resources to support employees with multilingual communication needs.
35. Deliver LGBTQ+ inclusion training to build respect and safe environments for all.
36. Raise awareness about neurodiversity and support neurodivergent employees with resources.

DEI progress is built on consistent actions, not occasional gestures. By practicing these tips, organizations can create a culture where equity, respect, and belonging thrive every day.