

How to Build Trust in Diversity, Equity and Inclusion Efforts

Sincere commitment and collaborative action advance successful DE&I efforts in the workplace – and strengthen the bond with your workforce. However, **employee trust in DE&I efforts is also critical** to ensure the success of such efforts. Here are some ideas and recommendations on how you can build employee trust in your DEI agenda over time. ⇩ ⇩

01

Maintain worker trust by demonstrating competence

- Solicit input and **involvement** from all employees
- Set clear, well-researched **goals**
- Commit funding for expertise, and programmes that demonstrate and **reflect the strategic importance** of this work
- Increase **accountability** and demonstrate this by regularly communicating evidence of progress
- Stay **committed** in the long-term to hiring, training, and promoting from diverse groups



02

Increase worker trust by demonstrating intent

- Always be **transparent** when communicating motivations, progress, momentum, and even mistakes
- Support and **model** DE&I goals and outcomes at the leadership level
- Create a **psychologically safe environment** in which people can speak freely about their experiences and thoughts
- **Maintain focus** even as other business imperatives arise



03

Consider everyone's role in moving from vision to results

- **Communicate** that everyone has a role to play
- Share DE&I **goals and metrics** across the organisation
- **Collaborate** at every stage and identify opportunities within the different roles that leaders and workers have



04

Embrace a journey without a finish line

- **Continue to learn** from experiences, successes, and failures as you seek to make your workplace more inclusive and equitable for all

