

# Train your mindset to do more inclusive everyday actions

Start by one or two focus areas



Seek advice from people you wouldn't normally seek advice from - and who probably disagree with you



Get a bias buddy - ask someone you trust to be your eyes and ears to help you find your blind spots



Remind yourself and others that is ok to come back with a reflection on an experience at a later point in time



Prepare yourself for how you will react if someone catches you in bias - it happens when you least expect it!



Practice active listening: establish psychological safety by using yourself - but do not take over the conversation



Try to point out bias and everyday discrimination in a respectful and proper way



Become an active sponsor for someone different from yourself

# How to influence the culture in your group by everyday actions

Start by one or two focus areas

