1. Actively seek input from all employees to create an environment where differences and the freedom to speak opinions respectfully are encouraged.

2. Coach, groom and mentor employees from all backgrounds.

3. Consistently invite ideas, input and feedback from different perspectives.

4. Require candidate pools that reflect diversity on all open positions.

5. Over the course of several team meetings, notice how team members' ideas are acknowledged, built upon, adopted or dismissed.

6. Remember to ask all team members about personal priorities that are important to honor during work strategies and projects.

7. Encourage and support diversity of thought.

8. Be curious and challenge your assumptions.

9. Reflect on your interactions with your employees during the past week. Who was or was not provided with opportunities to gain professional visibility? Consider the impact of variations by dimensions of diversity.

10. Support the diversity of work styles on your team.

11. Review existing practices to uncover potentially exclusionary norms. Revamp as necessary.

12. When scheduling meetings, be aware of how the time may impact those in various time zones.

13. Implement a routine practice to ensure that all voices are heard during meetings.

14. Be transparent regarding opportunities to further enhance inclusion and encourage engagement at UT.