

# INTEGRATED DIVERSITY & INCLUSION

WE ALL CONTRIBUTE TO INTEGRATED DIVERSITY AND INCLUSION

## EXPECTATIONS FOR ALL EMPLOYEES

Make an active effort to include all your co-workers in activities where appropriate. Diversity and inclusion starts with yourself.

Learn from your experiences – both good and bad; apply these lessons to integrate D&I into your activities.

Avoid becoming complacent with routine activities; take a step back and reassess if you are inclusive in all facets of these activities.

Help find better, more inclusive ways to do JLab activities; challenge the status quo.

## ADDITIONAL EXPECTATIONS FOR MANAGERS AND SUPERVISORS

Set, demonstrate and enforce high performance standards with emphasis on diversity & inclusion principles and personal conduct.

Recognize and reward individual and team performance for activities integrating diversity and inclusion principles.

Take immediate action to stop inappropriate behavior.

Learn from both positive and negative experiences; use them as teaching opportunities.

Encourage and allow participation of staff in job fairs and other recruitment efforts.

## ADDITIONAL EXPECTATIONS FOR SENIOR MANAGEMENT

Foster an environment where we can take full advantage of the strengths of a diverse group of people working in an inclusive manner.

Challenge the status quo; actively seek ways to remove barriers towards diversity and inclusion and question “why”.

Set and hold your employees and yourself accountable to expectations regarding a diverse and fully inclusive workforce working with respect to all.

Develop your managers' and employees' understanding of how to implement and reinforce Integrated Diversity and Inclusion.



**DIVERSE IN COMMUNITY**  
*United in Science*