

10 Steps to Diversify Your Staff and Your Board

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#1

- **DEFINE diversity and what it means to your organization.**

#2

- **DEVELOP a diversity policy embraced by the board and communicated to staff with clear expectations.**

#3

- **PROMOTE diversity in leadership and staff *shamelessly*.**

#4

- **PROVIDE diverse products and services to members.**

#5

- **COMMIT to diversity in recruitment efforts to secure a range of talents and experience, promoting an inclusive interviewing process.**

#6

- **EMBED diversity in benefits offered from cafeteria plan options to professional development opportunities.**

#7

- **ALLOW flexible schedules to staff without sacrificing customer service to members.**

#8

- **ENCOURAGE diversity awareness through staff activities.**

#9

- **MEASURE your organization's diversity and cultural proficiency. Identify activities and practices that need to be implemented to improve the metric, where necessary.**

(Tool on ACHE website co-developed by AHA, IFD, NCHL and ACHE)

#10

- **ASSIGN budget dollars for diversity initiatives.**

These were our brushstrokes...

How do you paint diversity in your organization?