

# Create and Maintain a Climate of Fairness and Equal Opportunity

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Creating a work environment that respects, values and motivates employees leads to an organization that exemplifies loyalty, professionalism, integrity, and accountability for decisions and actions taken. Maintaining a climate of fairness and equal opportunity fosters a healthy and diverse workforce and encourages an environment that promotes positive relationships.

The following tips are provided to help leaders promote respect, equity, and diversity within their organizations.

- Commit to demonstrating the principles of fairness and equality. Employees who feel that their leaders are fair and equitable are more likely to remain committed to their organization.
- Encourage employees to adopt inclusive language in all written and oral communications. When business communications are inclusive employees are more likely to positively receive the intended message.
- Support and publically recognize leaders and supervisors who promote fairness, equity and accountability at all levels. Employees will feel that integrity is a high priority within the organization.
- Encourage employees to support and participate in cultural diversity activities within the organization. This will foster tolerance and understanding of cultural differences.
- Value the broad range of talents, abilities, experiences, and achievements that each employee brings to the organization. Different perspectives help to solve problems and create solutions.
- Ensure equal access to relevant information, learning experiences and professional development opportunities. Employees are more likely to remain with an organization when given opportunities to learn and develop.
- Demonstrate positive and respectful interactions with employees, colleagues and superiors. Employees will follow your lead.
- Look for opportunities to promote an understanding and appreciation of diversity and cultural differences. The more employees understand their differences, the better they can work together.
- Encourage meaningful dialogue on equal opportunity, and fairness. Open discussions eliminate barriers.
- Declare your organization to be a cultural diversity acceptance zone. Employees will take pride in discussing and sharing cultural differences.