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In your friendship circles and work networks how many people are from ethnically diverse backgrounds?



If your friendship circles and work networks are not diverse, what action could you take to change this? Ideas*:

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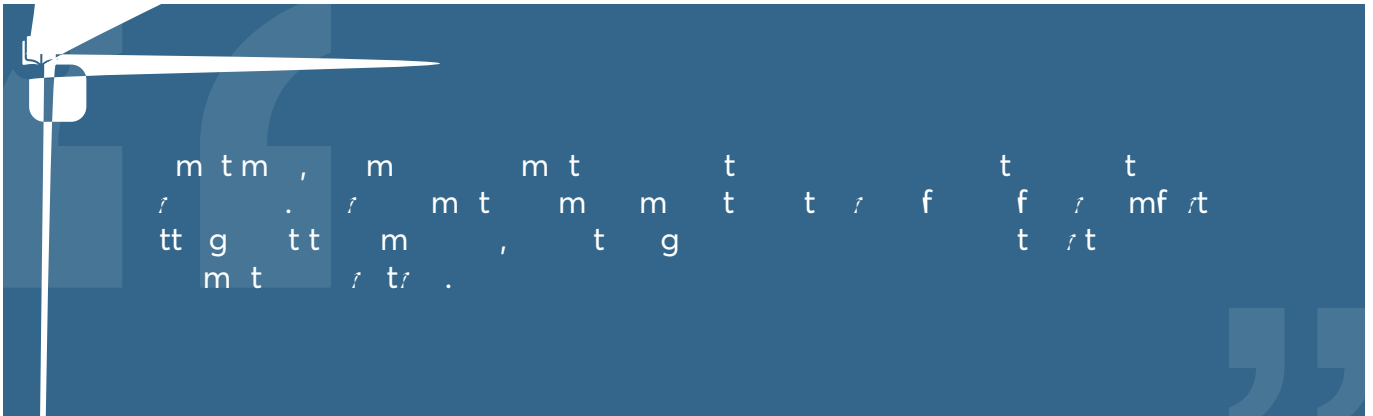
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Have you ever avoided sitting next to someone based on how you perceived their race, religion, or ability?

- Never
- Sometimes
- Always
- Often
- Always



If you have avoided sitting next to someone, what action could you take to change this? Ideas:

- Talk to them and explain why you avoided them.
- If you avoid someone, try to find a way to sit next to them.
- Call out the behavior and explain why it's wrong.
- Talk to the person and explain why you avoided them.

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Have you ever heard or spoken to someone and made assumptions based on their accent?



If you have made assumptions based on someone's accent, what action could you take to change this? Ideas*:

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When you or your team organise social activities, how often are everyone's opinions, concerns and beliefs taken into account?

- Never
- Rarely
- A few times
- A good amount of time
- All the time



As a manager, you should be taking everyone's opinions into account. In 2019, 70% of managers said they took everyone's opinions into account. In 2020, 60% of managers said they took everyone's opinions into account. This is a decrease of 10 percentage points. This shows that managers are not taking everyone's opinions into account as much as they should. This is a problem because it can lead to a lack of engagement and a decrease in productivity. To improve, managers should take everyone's opinions into account more often. This can be done by asking for feedback and listening to what everyone has to say. This will help to create a more inclusive and collaborative work environment.



If you haven't taken everyone's opinion into account, what action could you take to change this? Ideas:

- Ask for feedback
- Listen to everyone's opinions
- Create a safe space for everyone to share their opinions
- Encourage everyone to share their opinions

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go to the Big Promise tool.