

# 3 Steps You Can Take to Shatter the Barriers Created by Leadership Ideals

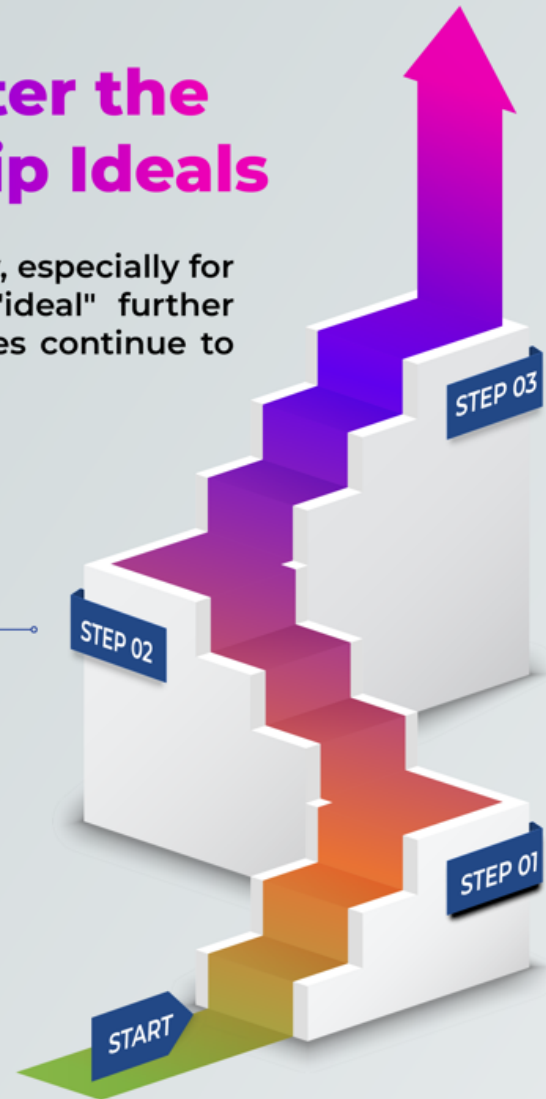
On the journey to an ideal culture, what is the current reality, especially for marginalized communities? If you are not careful, the "ideal" further damages the "reality" and decreases retention as employees continue to express disdain and ultimately leave the company.



## Take employees on the DEI journey through storytelling.

Be honest and transparent about the current realities of specific underrepresented populations (based on the data in step #1) and ask all employees to contribute ideas to improve.

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## Create a roadmap and take action.

Just as important as it is to recognize your starting block and to know where you are going, it is equally important to know how you plan to get there and by when.



## Use Data.

Rather than forcing your employees to embrace your ideal, focus more on helping your leaders see and acknowledge the current reality. As often as possible, use data.