

# Equitable Leader Competencies

<b>Openness to Difference</b>	Demonstrating a positive attitude toward others who are different; actively seeking out opportunities to learn about cultures and lifestyles that are different from own
<b>Equitable Opportunity</b>	Making employment decisions regarding team members (e.g., promotion, project staffing, development) on the basis of merit and skill
<b>Accommodation</b>	Demonstrating creativity when solving problems and adaptability when responding to the needs of different employees
<b>Dignity and Respect</b>	Creating a work environment that encourages open/transparent communication, and where the opinions and contributions of all team members are valued
<b>Commitment to Diversity</b>	Enthusiastically endorsing and participating in programs to create and support diversity in the workplace
<b>Knowledge of Diversity</b>	Engaging in behaviours that reflect a general understanding of the meaning of "diversity" and demonstrating knowledge of best practices and relevant legislation
<b>Change Management</b>	Contributing to the development of an organization that values diversity through the implementation of effective change management practices
<b>Ethics and Integrity</b>	Embodying the principles of fair and ethical conduct and demonstrating honesty, reliability, responsibility, and constancy in one's daily work life