**For Department Members:**
- Be competent at the craft
- Be accepting of others
- Be aware of your biases
- Make time to know and understand your peers
- Know that everybody has something to bring to the table

**For Management:**
- Foster a welcoming attitude and back it up with policies
- Address diversity and harassment issues immediately
- Make inclusion part of the mission
- Set and communicate clear expectations
- Openly and equally provide departmental opportunities

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**BE INCLUSIVE.**