



INDIANA UNIVERSITY

OFFICE OF THE VICE PRESIDENT
FOR DIVERSITY, EQUITY, AND
MULTICULTURAL AFFAIRS

Questions for Individuals, Colleagues, and Leaders to Consider As they Engage in the Workplace

1. How do I begin to talk about diversity, inclusion, and equity as a (leader, individual, colleague) to convey my personal commitments, my professional responsibilities, my legal obligations to the organization? Therefore, according to my duties, our mission, values, and goals of the organization and my unit, how do I ensure I am acting with **integrity** towards all individuals.

Integrity Defined:

Integrity means following your moral or ethical convictions and doing the right thing in all circumstances, even if no one is watching you. Having integrity means you are true to yourself and would do nothing that demeans or dishonors you.

Attributes of Integrity:

Gracious, respectful, honest, trustworthy, hardworking, responsible, helpful, and patient.

Integrity in the workplace:

- Being dependable and following through on commitments
 - Being open and honest when communicating with others
 - Holding yourself accountable and owning up to your shortcomings
 - Educating yourself about how to best serve in your role
2. What non-verbal messages do I convey when related issues of diversity, inclusions, or equity surface?
 3. What actions do I take to show these issues are serious and that they matter to work environments, our well-being, all employees, and organizational success?
 4. What is my comfort level in discussing these issues? Do I give space and place for others to share their comfort and to be vulnerable to sincerely learn and engage to develop support of others?
 5. Do I have the actual skillset and tools to help the organization reach its potential as (a just; an antiracist) organization. If not, do you know what resources are available to you until you build the skillsets you need to hold the highest integrity expected in the workplace?

Examples of upholding integrity in the workplace:

- Lead by example
- Exercise open communication
- Be accountable for your actions
- Report inappropriate, unethical behavior
- Be civil and respectful
- Exercise patience and emotional control