

# Fostering a Culture of Inclusion & Belonging

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Building an environment that's more **open**, **progressive** and **people centric**, and creating a workplace where all employees feel **accepted**, **included** and **valued** for who they are.

Have you participated in or led any Diversity, Equity & Inclusion (DE&I) initiatives? (ex. Recognized DE&I events like Pride, International Women's Day, Pink Shirt Day etc.)

Have you joined a Employee Resource Group (ERG) at CAE as a member or ally?

Are you self aware of your biases, challenge stereotypes and avoid microaggressions?

Do you try to use inclusive language?

(ex. Saying 'folks', 'team', ' ' instead of 'guys', asking people what their preferred pronouns are)

Do you listen to everyone's ideas and perspectives?

How have you encouraged, celebrated, and embraced everyone's unique strengths and differences?



**Actions you can take to make a difference?**

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Learn more on the Diversity, Equity & Inclusion page on CAE360