Capacity-building is defined as the process of **developing and strengthening the** skills, **instincts, abilities, processes and resources** that **organizations and communities need to survive, adapt, and thrive in a fast-changing world.**
– United Nations

We need to focus on human capacity and ensure we are being inclusive to build human capacity and retain personnel in our industry.
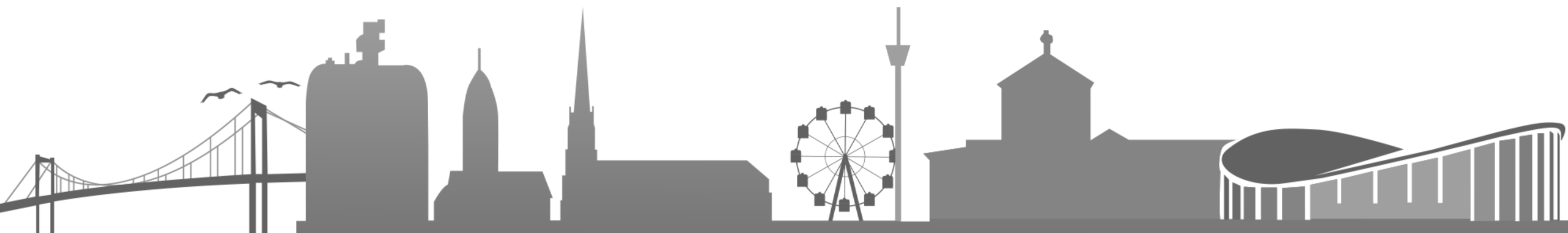
Example Questions to Ask

1. How can we foster an inclusive culture that values and respects individuals from diverse backgrounds?

2. What barriers or biases exist within our systems, policies, and practices that hinder equity and inclusion?

3. How can we promote diversity and inclusion at all levels, from recruitment and hiring to leadership and decision-making roles?

4. What role does unconscious bias play in perpetuating inequities, and how can we address it effectively?

5. How can we create safe spaces for open dialogue and meaningful conversations about DEI topics?

6. How can we measure progress and hold ourselves accountable for achieving diversity, equity, and inclusion goals?

Presenter

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