

# WHAT LEADERS & HR TEAMS SHOULD PRIORITIZE IN 2026

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1

## **Turn Awareness Into Action Through Structural Change**

DEI observances are meaningful but real progress comes from updating policies, systems, and processes.

2

## **Prioritize Psychological Safety as Core to Performance**

The most innovative and resilient teams are those where people feel safe to speak up, challenge ideas, and learn from mistakes.

3

## **Strengthen Cultural & Religious Inclusion**

From Truth and Reconciliation to religious observances, organizations must build cultural competency into team norms, scheduling practices, and decision-making.

4

## **Build Inclusive, Modern HR Systems**

Redesign recruitment, onboarding, performance reviews, promotions, and compensation through a DEI lens.

5

## **Expand Leadership Capacity Across the Organization**

Leaders need ongoing, accessible learning, not just one-time training.

6

## **Create Consistent Opportunities for Reflection & Dialogue**

Inclusion grows when teams have structured, psychologically safe spaces to reflect and learn together.



Shape a future-ready, inclusive organization.  
Connect with us: [hello@canadianequality.ca](mailto:hello@canadianequality.ca)



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