

Sample language revamp:

1. Original language	Manages the successful resolution of client issues, including competing demands, sensitive situations, and conflicts with other groups.
1. More inclusive language	Thoughtfully works with the client to resolve issues, including competing demands, sensitive situations, and conflicts with other groups.
2. Original language	Proactively manages the talent in their area, establishing performance goals and objectives, providing ongoing constructive and formal performance feedback and establishing and implementing development plans.
2. More inclusive language	Nurtures the talent in their area; co-constructing performance goals, objectives and development plans, and providing ongoing constructive performance feedback.
3. Original language	Manages and resolves the diverse perspectives of stakeholders.
3. More inclusive language	Carries emotional intelligence by understanding the diverse perspectives of stakeholders and works with them to resolve differences.

When attracting diversified job seekers, language like the following will bring them closer to your organization's opportunities:

- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities
- Ability to speak a second language or ability to speak ____ language (if the position will be working with a particular community)
- Ability to flex communication style to multiple cultural environments.
- See the attached sample of rewritten job description language.