Diversity guide: Top 10 practical steps for advancing diversity, equity and inclusion in higher education. For individuals involved in higher education workforce recruitment, development, advancement and retention, here are ten practical steps you can take to advance diversity, equity and inclusion (DEI), according to Nancy Aebersold, founder and executive director of the Higher Education Recruitment Consortium (HERC). To truly influence the institutional changes needed to establish diverse, equitable and inclusive working and learning environments, there must be opportunities for collaboration across the entire institution. Campus communities and structures are complex and have a history of operating in independent siloes.