



Foster Inclusion and Facilitate Inclusively

Your Role in Driving DEI
through Leadership



Why Now?

Diversity Pays Off



Best companies
to work for rate
75%
higher for inclusion

© Development Dimensions International, Inc. 2020. All rights reserved.

Organizations with
above-average
diversity are



8x
more likely to be in the
Top
10%
for financial performance



© Development Dimensions International, Inc. 2020. All rights reserved.

Why D&I Training Goes Wrong



**Completion
Over Change**



**Stops at
Awareness**



**Focusing
on Only
One Level**



**Separate
from Other
Training**

POLL:

What challenges are you facing? (Select all that apply.)

- A. Completion Over Change
- B. Stops at Awareness
- C. Focusing on Only One Level
- D. Separate from Other Training



Great Leadership is Inclusive Leadership

What Gets in the Way?



My leaders just **don't**
"get it." Awareness is
not enough.

In meetings, the same
few people participate.
My ideas are usually
dismissed or talked over.



Leaders tend to give more
feedback to people they relate to.

The same **"favorites"**
get the important
projects all the time.
What about me?

What Gets in the Way?



My leaders just **don't** **"get it."** Awareness is not enough.

In meetings, the same few people participate. My ideas are usually **dismissed** or talked over.



Leaders tend to give more feedback to people they relate to.

The same **"favorites"** get the important projects all the time. What about me?



I want to support my team members, but **I don't know what to do.** How could I possibly have a conversation about inclusion, equity, and justice? What do I do if they get upset?

Why do we need to talk about this stuff at work? **We've been doing fine** without bringing up conflicts. Let's just get on with it.

I naturally gravitate toward certain people. I think it's better if I mentor them because we have a connection.

7 Key Leadership Behaviors Drive Inclusion



Build Empathy



Communicate Inclusively



Coach Inclusively for Growth

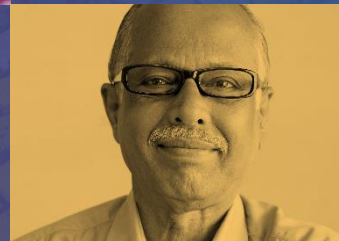
Resolve Conflict Fairly



Run Inclusive Meetings



Delegate for Opportunity



Give Honest Feedback

POLL:

What do your leaders struggle with the most? (Select 1)

1. Build Empathy
2. Communicate Inclusively
3. Run Inclusive Meetings
4. Delegate Equitably
5. Give Honest Feedback
6. Coach Individuals for Growth
7. Resolve Conflict Fairly

Meet Karla





9:00

During the team meeting, notices a direct report being spoken over...

Stella, I noticed you were interrupted in the middle of your point. Will you share the rest of what you were going to say?





10:30

Recognizes that key subject matter experts haven't been consulted in planning for a big project...

Dorian, I know you're well-versed in this new system. What have you found to work well that we can all learn from?





11:00

Observes a direct report presenting a big pitch, notices some areas for improvement...

Mindy, the presentation you put together was really engaging. However, I was distracted by your “Um’s” while you were presenting.





1:45

*Tasked with
setting the agenda
for the next all-
hands
departmental
meeting...*

**Who can benefit
the most from
presenting, and
what support do
they need?**



4:00

A team member shares that a colleague has been frequently making offensive jokes & comments...

Soua, thank you for sharing this with me. I know it is not easy to speak up. I will speak with Rick to ensure this behavior stops.





Microaffirmations

Microaggressions

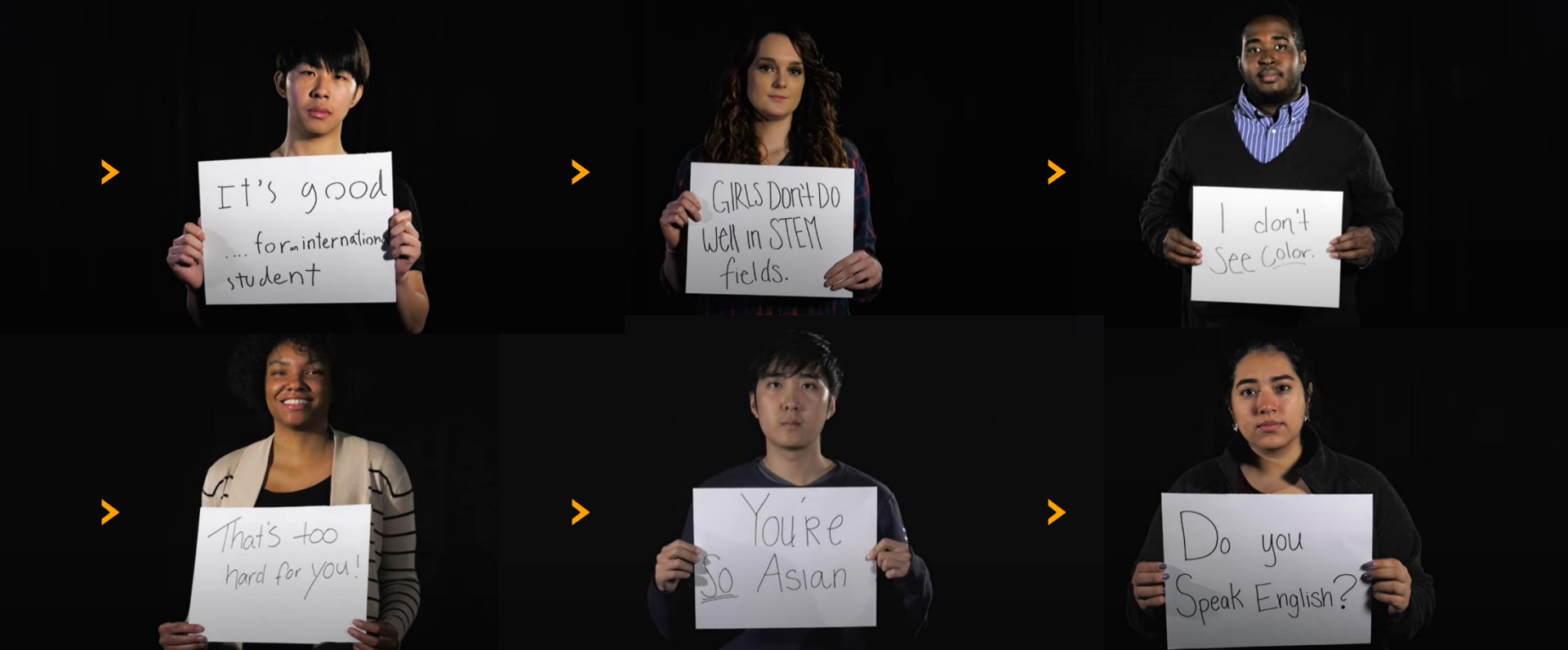
Authenticity



Microaffirmations in the classroom



➤ Intent : Impact : Gap



Microaggressions in the classroom



Look in the Mirror

POLL:

Have you... (Select all that apply.)

- Committed a microaggression?
- Seen one but not done anything about it
- Seen one and provided feedback
- Been a victim of a microaggression



Be Yourself. Be Inclusive.



Let's Recap:

- Diversity pays off
- You have an impact
- Great leadership is inclusive leadership
- Exercise microaffirmations
- Look out for microaggressions
- Be authentic

A Holistic Approach

Multi-touchpoint Learning Journey



Awareness

- Business case
- Unconscious Bias
- Personal strengths and weaknesses



Commitment

Build empathy and authentic motivation to behavior change



Allyship

Build inclusive leadership skills into everyday habits

Sample Program : Inclusive Learning Journeys



Educate and Audit Month 1

How Inclusive Are You?
Self-insight tool
or
360 Assessment

Unconscious Bias Microcourse

Open a Dialogue Month 2

Inclusion: Build Empathy Virtual Reality Experience
Creating an Inclusive Environment
About Those Stereotypes Exercise
High Impact Feedback and Listening
Leveraging Diversity Microcourse

Take Action Month 3

- **Communication: Connect through Conversations**
- Facilitated Team Discussions using *Conversation Guide for Equity and Justice at Work*
- **Leading Meetings**
- **Delegation: Engage and Empower People**



Manager Debrief
(1 hour)



Manager Debrief
(1 hour)

What questions can we answer?





Thank you!

Sage.Krombolz@ddiworld.com

Julie.Yoon@ddiworld.com