

A photograph of a diverse group of people in a professional setting, possibly a meeting or conference. A woman in the center is smiling broadly, while a man to her right looks thoughtful with his hand near his chin. The background is blurred, showing other people and office equipment.

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

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Source: DDI's Diversity and Inclusion Report 2020

Organizations with
above-average
diversity are



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



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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?

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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

Resolve
Conflict Fairly



Communicate
Inclusively



Build Empathy



Coach Inclusively
for Growth



Run Inclusive
Meetings



Delegate for
Opportunity



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?**

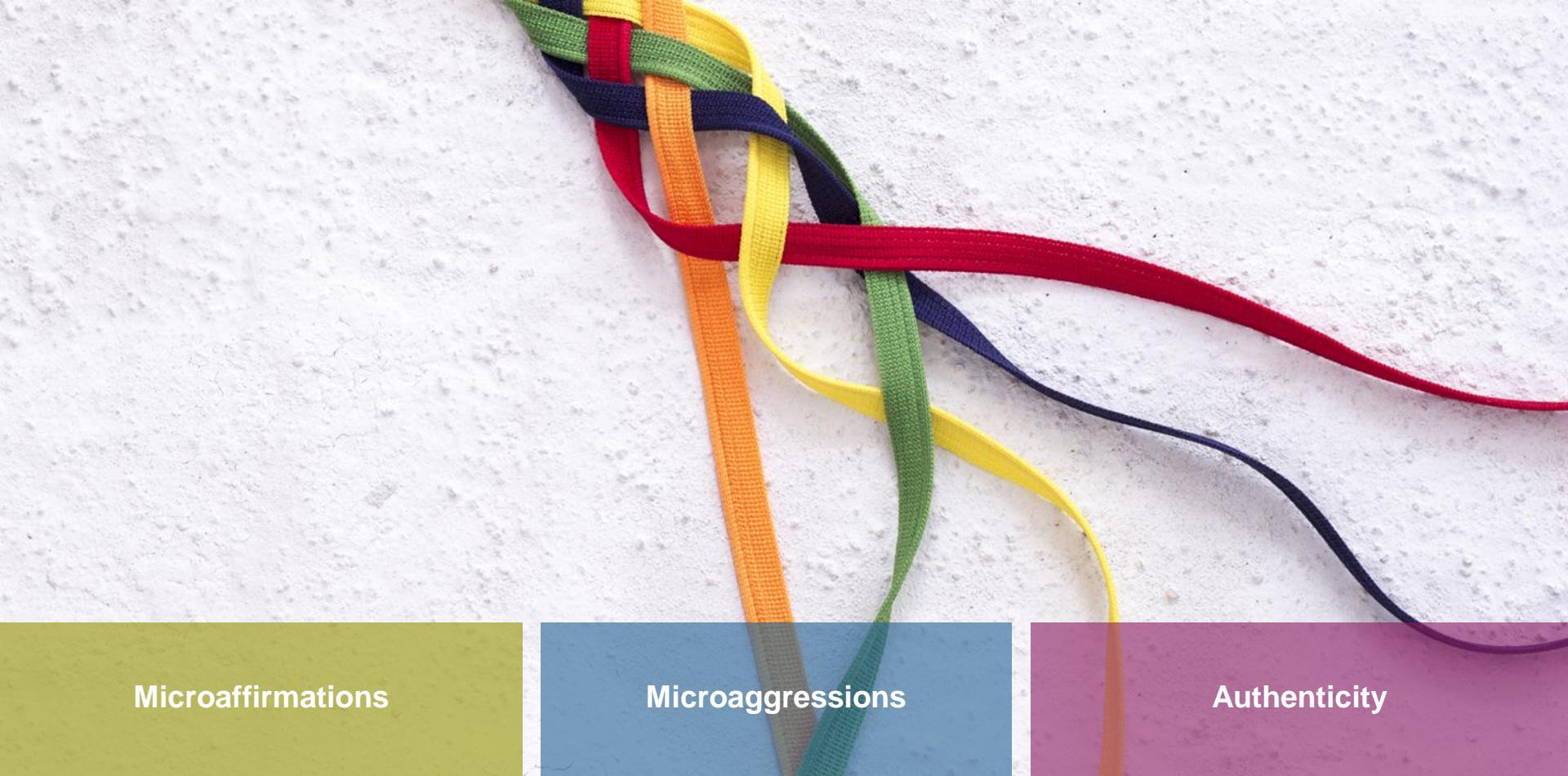


4:00

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

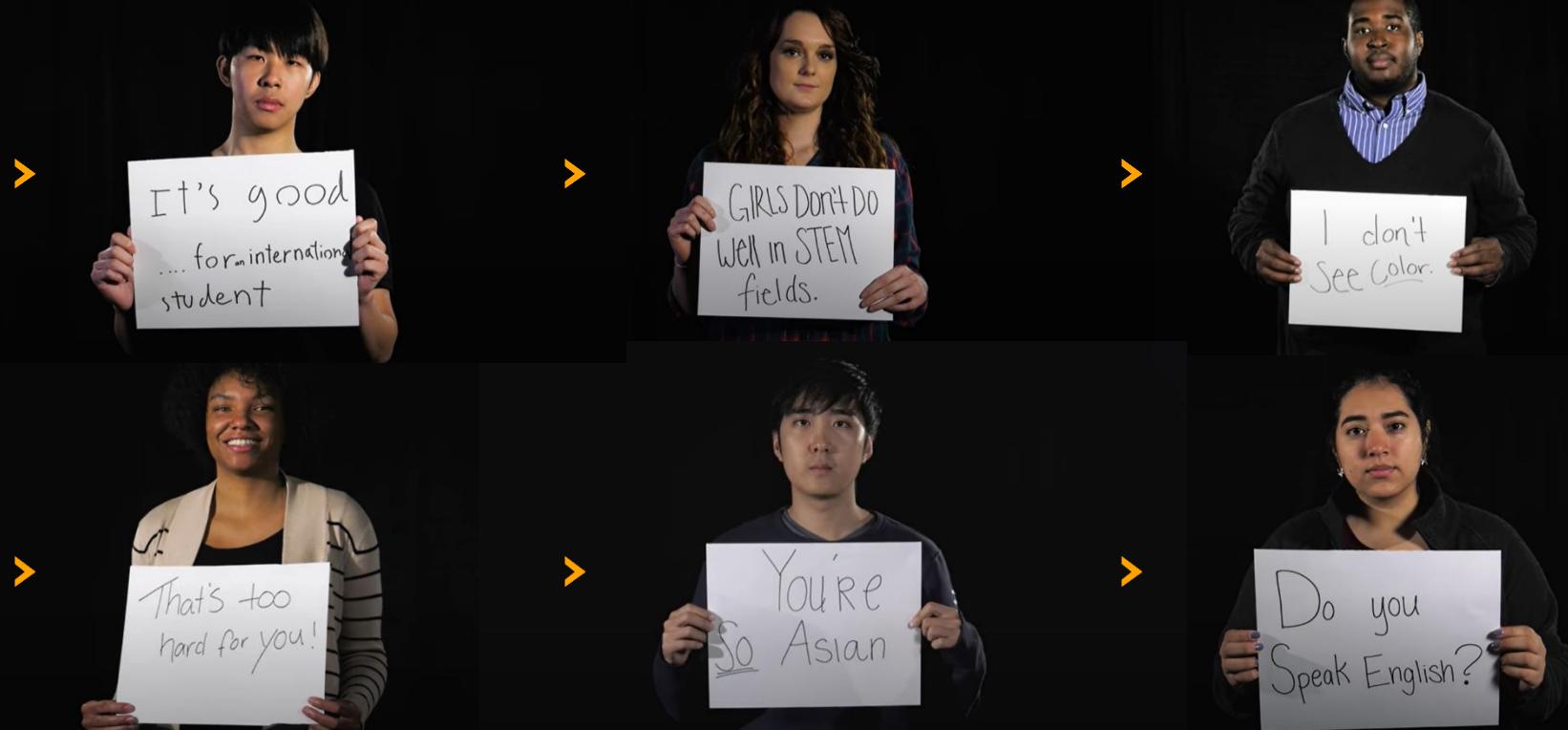
Authenticity



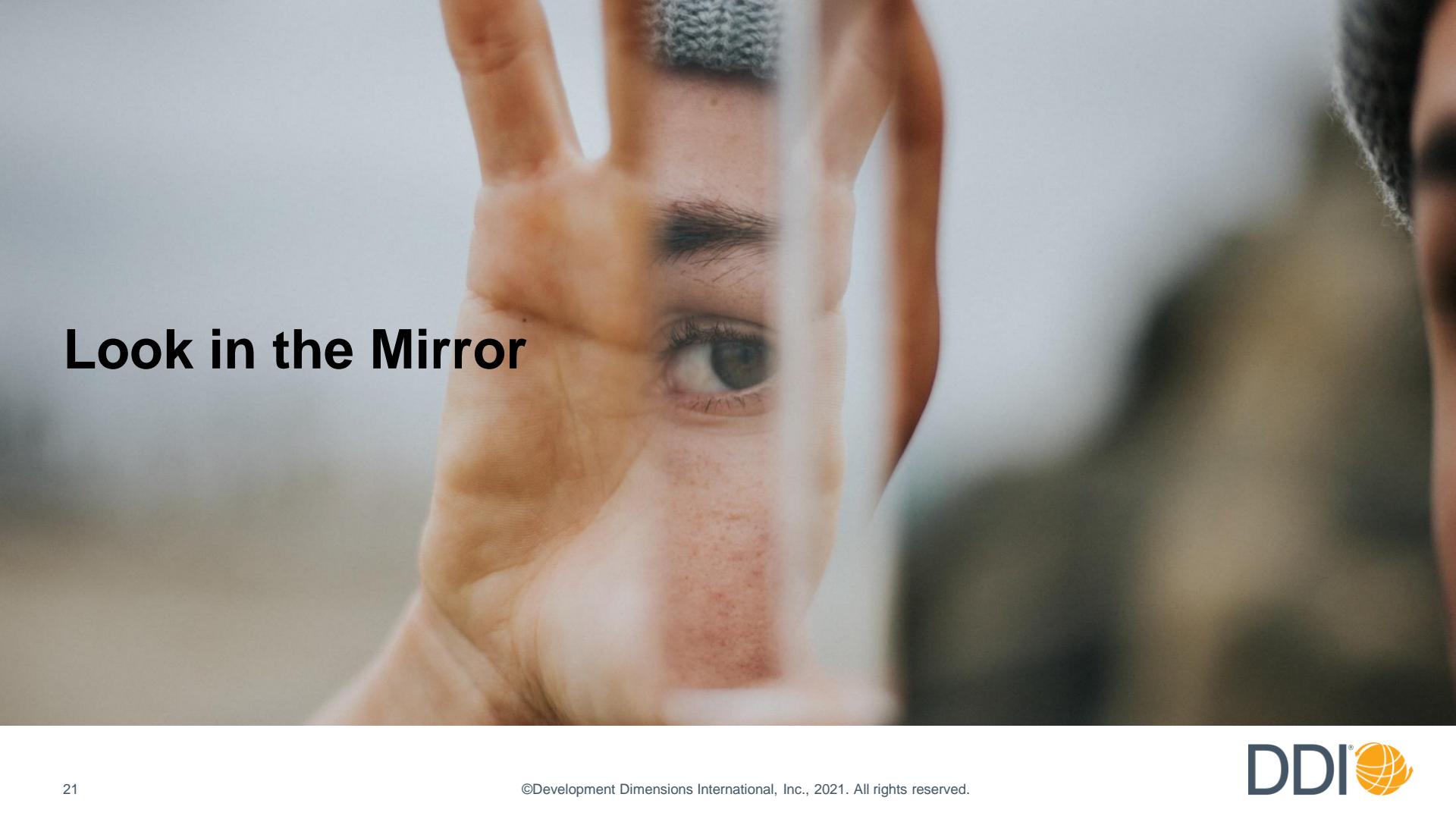
Microaffirmations in the classroom



➤ 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

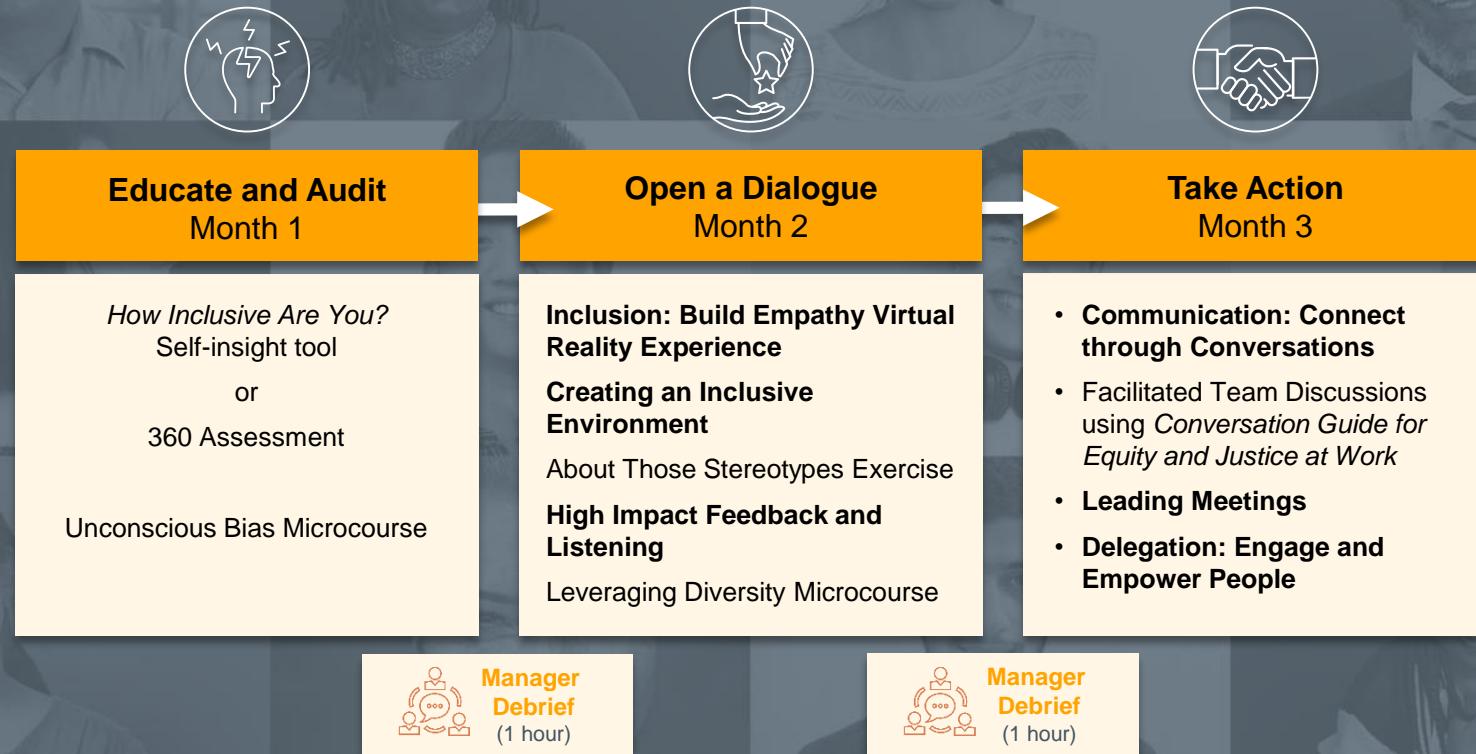
Build empathy and authentic motivation to behavior change



Allyship

Build inclusive leadership skills into everyday habits

Sample Program : Inclusive Learning Journeys



What questions can we answer?



A photograph of a diverse group of professionals in a meeting. A woman in the center is smiling and looking towards the right. A man to her right is looking at her. The background is blurred, showing other people and office equipment.

Thank you!

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