

Taking an Inclusive Approach, to Inclusive Leadership



Nov 24th, 2023



PRIVATE AND CONFIDENTIAL



Land Acknowledgement



What are you grateful for, that was made possible by treaty?



My Backyard...

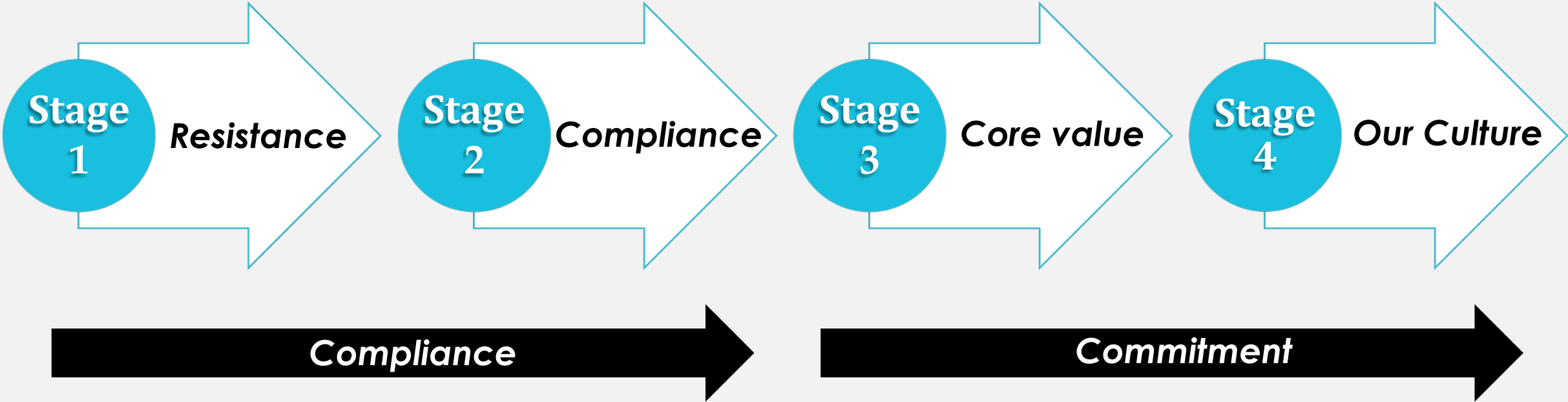


My Backyard...



You can't change the dominant culture, without involving the dominant culture.

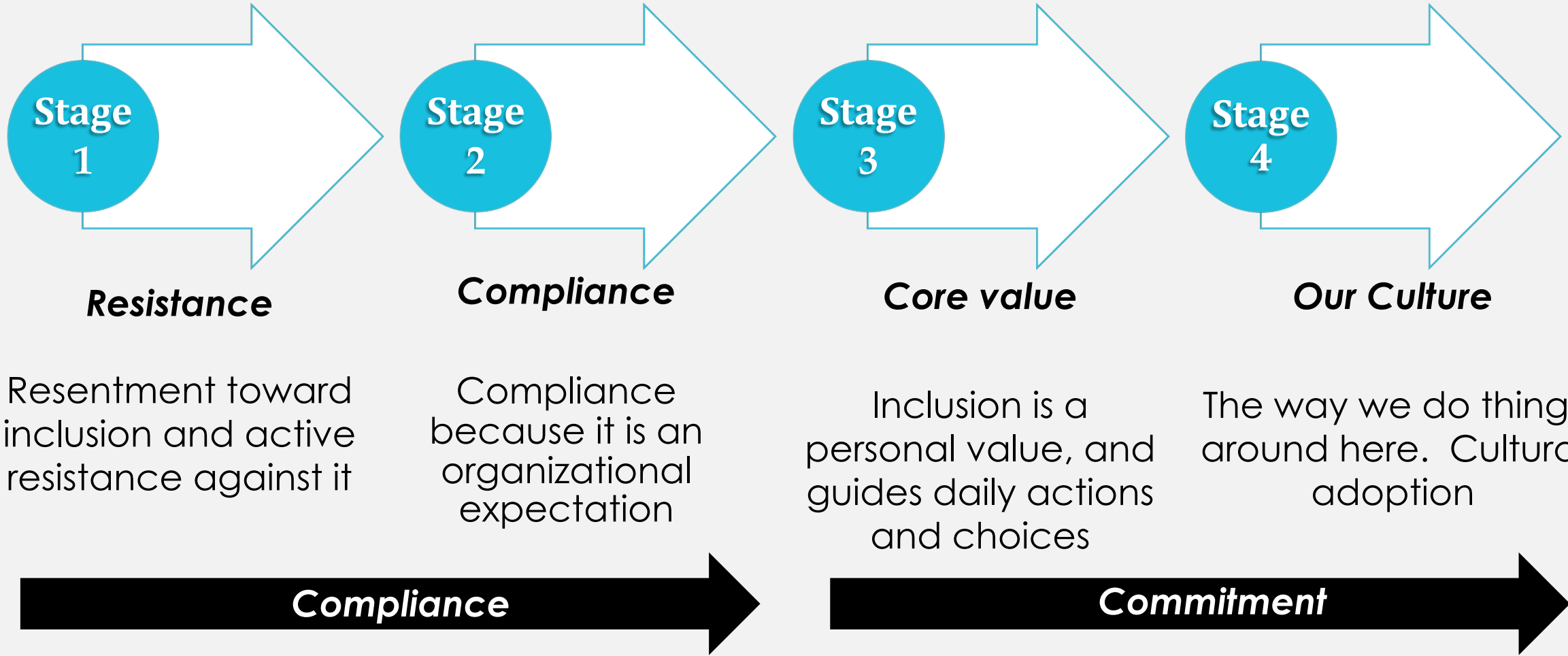
Inclusive Leadership Maturity Model



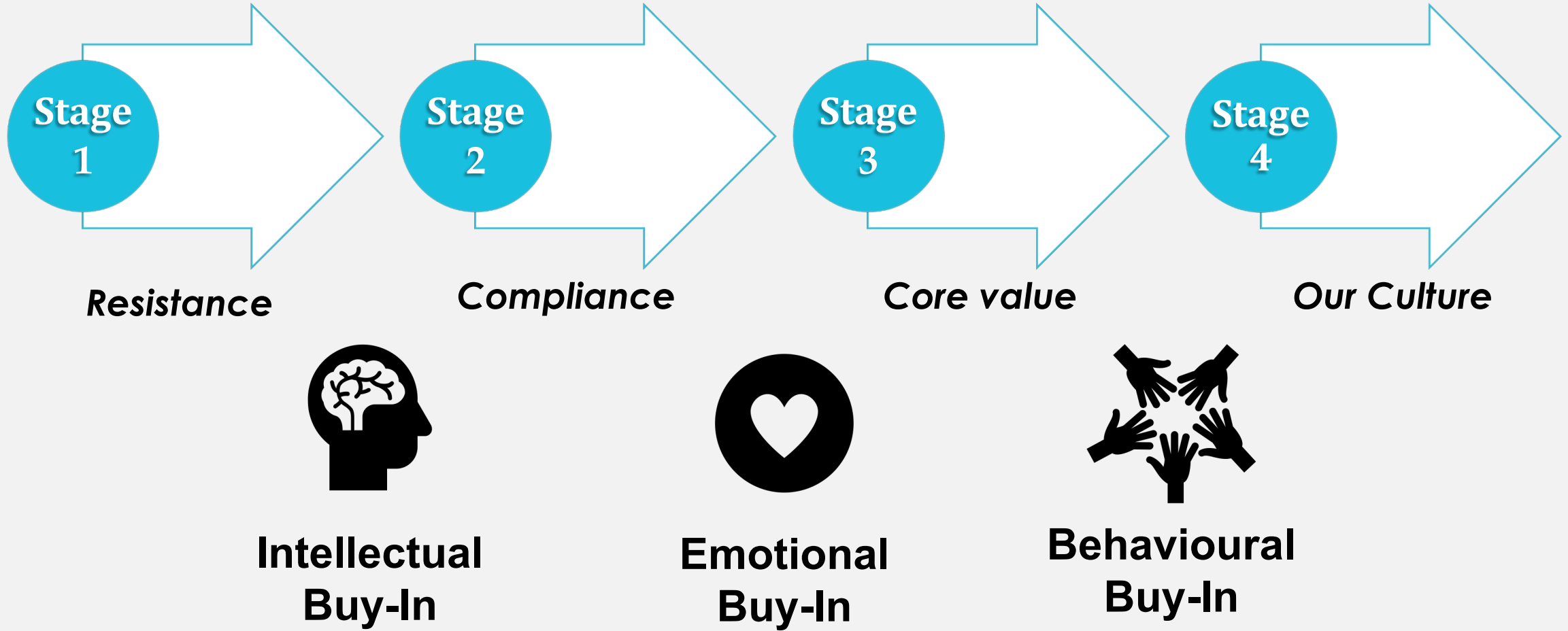
Seatbelts



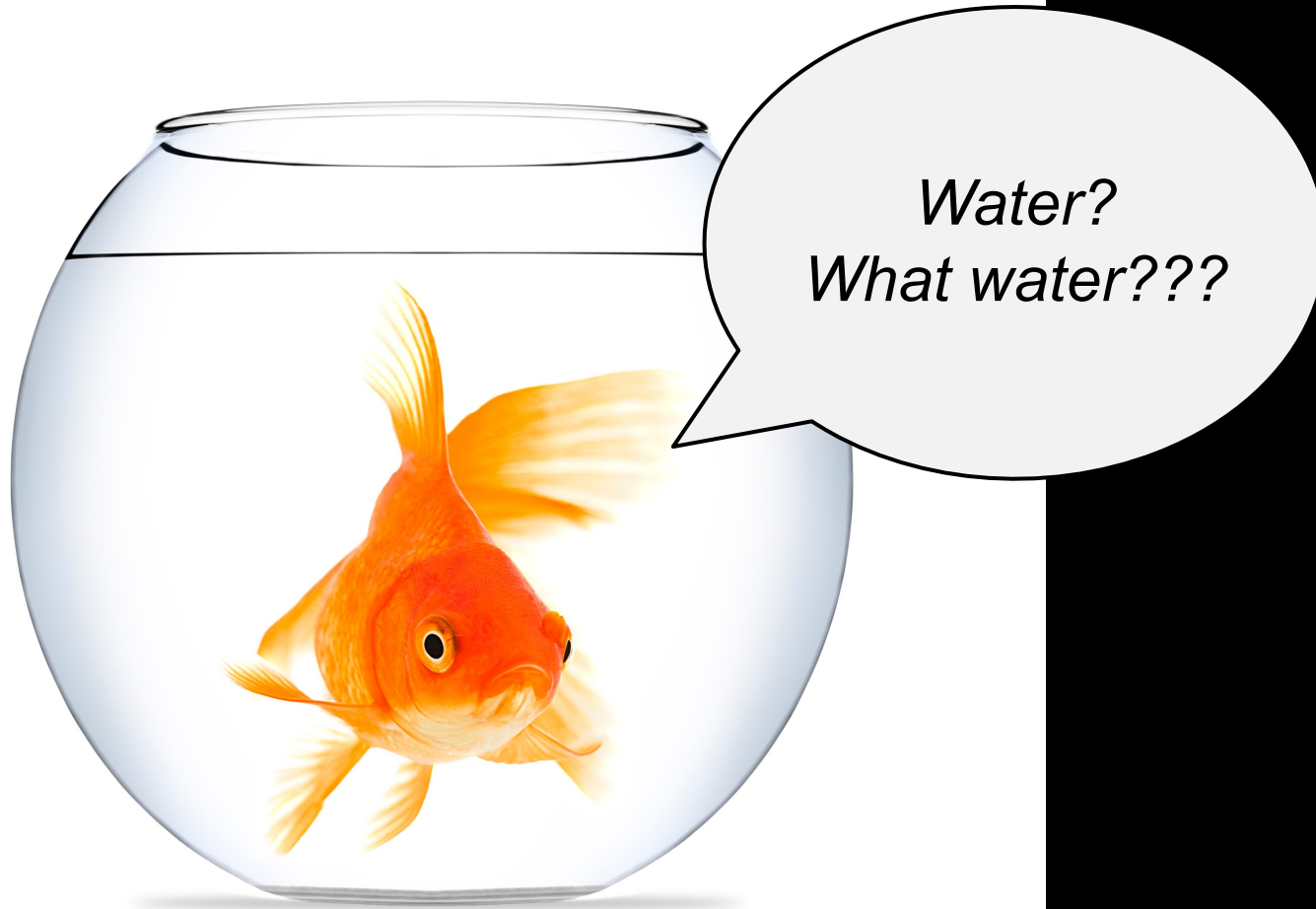
Inclusive Leadership Maturity Model



Inclusive Leadership Maturity Model




1. Head: Intellectual Buy-In



Before individuals can support a change initiative, they must first be convinced that there is something wrong with the status quo.



STORIES > DATA

A person with short hair, wearing a dark jacket, is shown in profile, sitting in the stands of a baseball stadium. They are looking out over a green baseball field under a dim, twilight sky. The person is holding a mobile phone in their right hand. The stadium seating is visible in the foreground and background, mostly empty.

**“IT’S AN UNFAIR
GAME”**

Defining the Terms



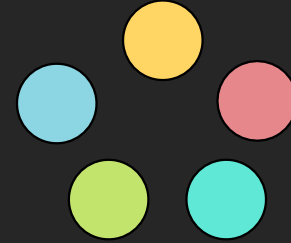
Equity:

Fair treatment, access, opportunity, where one's identity cannot predict a specific outcome



Diversity:

All the way in which people are unique and different



Inclusion:

Ensuring all different varieties of people hold a fair distribution of power, voice and decision-making authority



Belonging:

A feeling of security and acceptance to be oneself as a member of a collective group

Example



Diversity: *Everyone is invited to the dance*

Equity: *Everyone has what they need to participate in the dance*

Inclusion: *You are asked on to the dance floor to dance*

Belonging: *You dance like nobody is watching!*

Inclusive Leadership Behaviours

What behaviours do inclusive leaders demonstrate?



What is Inclusive Leadership?



Inclusive Leaders are committed to inspiring positive change by:

- Evolving and challenging current organizational systems
- Using their positions of influence to inspire positive change
- Striving to ensure all team members are valued, treated equitably and feel a sense of belonging

Top Inclusive Leadership Traits



Collaboration:

- Empower others
- Encourage diverse thinking
- Create safe debate
- Focus on team cohesion



Cultural Intelligence:

- Actively learn about other cultures
- Adapt leadership and processes to support other cultures



Curiosity:

- Open mindset to others
- Ask questions
- Listen without judgement
- Seek empathy and understanding



Awareness of Bias:

- Aware of personal blind spots
- Identify biased systems and processes



Humility:

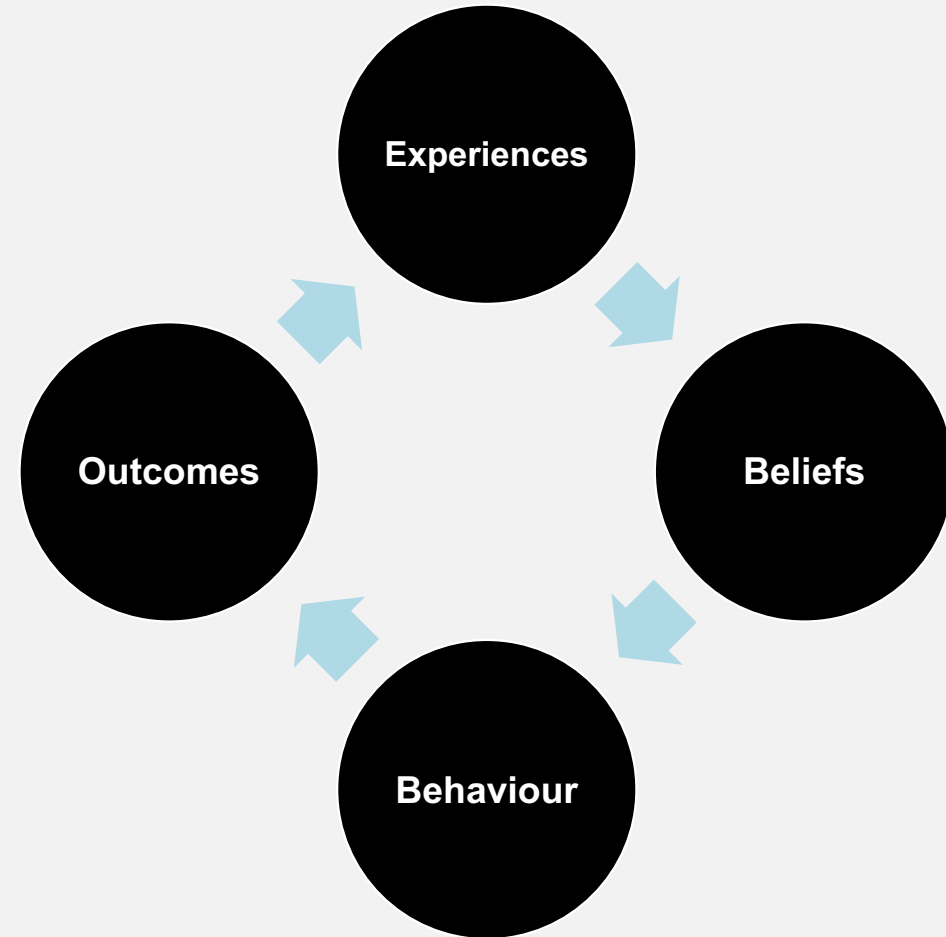
- Modest about capabilities
- Admit mistakes
- Create safe space for others



Visible Commitment:

- Authentic commitment to equity, diversity and inclusion
- Challenge the status quo
- Hold others accountable

2 Heart: Emotional Buy-in



A Shared Experience

- I will read a series of statements
- If comfortable and able, raise your hand if the statement applies to you
- This is a silent activity
- Please focus on:
 - Who is with you
 - Who is not
 - What you are feeling
 - What you are experiencing



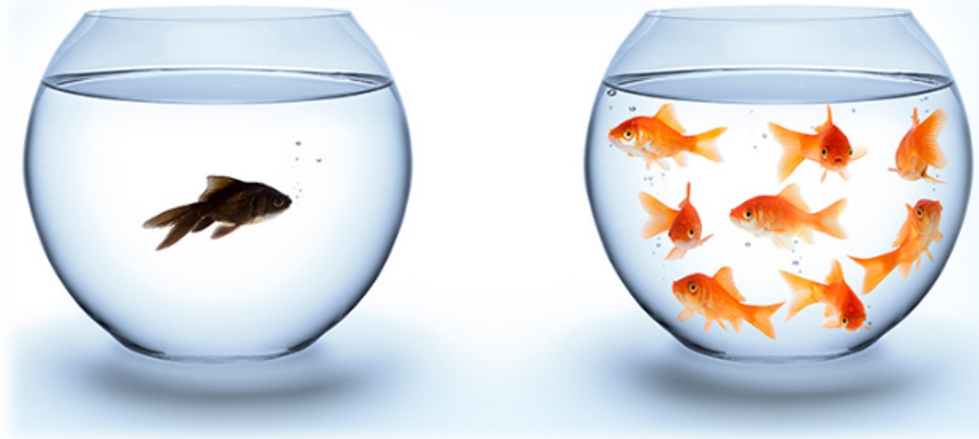
Otherness

otherness **noun**

oth·er·ness | \ 'ə-thər-nəs  \

Definition of *otherness*

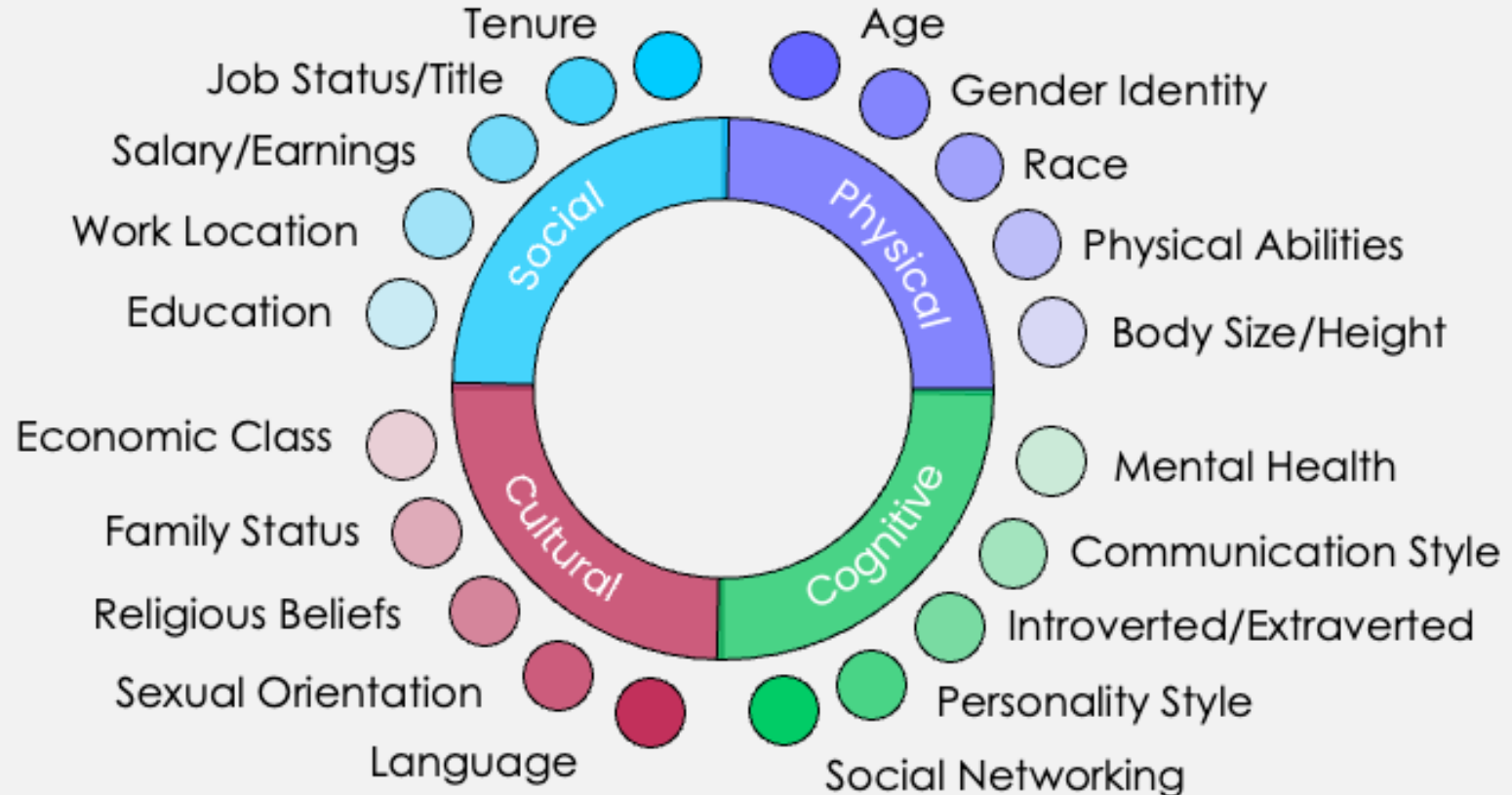
- 1 : the quality or state of being other or different
- 2 : something that is other or different



Dimensions of Diversity & Otherness

Think of a time when you were an “other”?

- Which dimension created the experience for you?
- What support or advocacy did you wish you received?



3 Hands: Behavioural Buy-In



Actions for Inclusive Leaders



1. Enhance Self-Awareness
2. Embrace Vulnerability
3. Expand Cultural Competence
4. Advocate for Others
5. Learn and Grow
6. Sponsor & Elevate Others

Enhance Self-Awareness

- Spend time reflecting on how your past experiences have shaped your beliefs about inclusion
- Identify your personal values to gain clarity on what guides your actions and behaviours.
Online Values Identifier:
<https://personalvalu.es/>
- Ask for feedback from others to identify your blindspots

Advocate for Others

- Consistently role model inclusive behaviours
- Ask your equity seeking colleagues how you can use your position of influence to support them
- Hold others accountable for violating standards and expectations around inclusion
- Speak publicly about your beliefs and advocacy toward inclusion

Embrace Vulnerability

- Admit when you've made a mistake and make amends
- Give yourself grace when you get things wrong, and continue to stay committed to advancing inclusion
- Become aware of your unconscious biases by taking the implicit association test: <https://implicit.harvard.edu/implicit/takeatest.html>

Learn & Grow

- Actively spend time with people from different backgrounds and who hold different beliefs
- Intentionally expose yourself to different media sources and seek out balanced content
- Listen with the intent to understand and learn, as opposed to affirming your current beliefs

Expand Your Cultural Competence

- Ask others about their cultural traditions, holidays, celebrations and rituals
- Travel to foreign countries to gain lived experience from other cultures
- Read books or enroll in a course on expanding your cultural intelligence/competence

Sponsor & Elevate Others

- Seek out exposure opportunities for equity seeking members of your team
- Advocate for promotion and/or development opportunities for members of equity seeking groups
- Become a career sponsor for others and work with them to advance their position in the organization

Closing Message

“Small ripples make big waves”



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