Inclusive Leadership Workshop

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Welcome & Overview

Dimensions of Diversity

Leveraging Multiple Identities for Inclusion

Closing & Next Steps

Purpose

- Learn and practice skills to be an inclusive leader
- Get in touch with your own personal relationship with DEI in order to be an effective leader
- Build a foundation for creating an inclusive organizational culture
Community Agreements

◦ Speak from the “I” perspective
◦ Listen with the intent to understand not to respond
◦ It’s not okay to blame, shame, or attack yourself or others (RESPECT)
◦ Participate in dialogue - consensual sharing
◦ Be aware of your messaging; intent and impact
◦ It’s okay to agree to disagree
◦ Practice “Both/And” thinking
◦ Uphold confidentiality; treat the candor of others as a gift (The Vegas Rule)
◦ Have fun!
Introductions

You wouldn’t know by looking at me that ________________.

As a result of this workshop, I would like to be able to ________________.
Definitions

**Diversity** is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.

**Equity** seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all.

**Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people.

*Source: The Ford Foundation*
Our Multiple Identities
(Intersectionality)

What are your own different identities (list on a piece of paper)

How do each of these groupings affect your perspective or worldview?

Pick one from each circle and share how it impacts your behavior.
What Makes You Feel Included?

• Being personally asked to attend meetings
• Feeling heard - getting feedback when I provide input
• Leaders/ Facilitators get responses and participation from everyone
• Included in discussions on culture
• Being able to disagree with leadership and not fearing reprisal
• Being sought out for my ideas, and opinions and getting acknowledged for them
• Greeted by my manager and other people on the team
• Acknowledged for my talents and contributions
• Getting credited for suggestions that get implemented
What Makes You Feel NOT Included?

- Being talked over at meetings
- Someone else getting credit for my ideas
- Not giving me full attention when I’m talking or making a suggestion (answering phone, looking away)
- My ideas are quickly dismissed without being heard
- Not being asked for input and being underestimated
- No or little acknowledgement of my skills and talents
- Some people getting more attention while others get ignored
- Feeling unsafe disagreeing with leadership or the majority
- People with the loudest voices getting heard and quieter people ignored
Inclusive Leadership Traits

1. **Self Aware** (understand your biases, blind spots, and privilege; challenge your assumptions)

2. **Cultural Responsiveness** (self educate about social identities and communities that are different than your own; get to know people from different cultures on a one-on-one basis; expand your social networks)

3. **Courageous** (share your story; speak up for others)

4. **Collaborative** (go outside your comfort zone; connect with others)

5. **Adaptable** (be open to new ideas; flexible)

6. **Curious** (continue to ask questions; be a continuous learner; question conventional thinking)

7. **Humble** (no one knows everything or has all the answers; be honest and authentic)
Introspection: Ask Yourself

- Am I becoming a more inclusive leader? How?
- What am I feeling right now and why?
- Am I willing to admit that I have biases and blind spots that may be getting in the way of my judgments?
- Can I live with the fact that some people really may not think or care like I do?
- Am I prepared to be comfortable with being uncomfortable with leaning into sensitive topics, speaking up on behalf of others, expanding my own network, and being authentic in sharing my story?
- Is Inclusion & Diversity (I&D) part of my strategies and plans?
- Do I talk about I&D issues with my team? Is it part of my agenda and staff meetings?
- Am I interacting with different people on my team?
- Am I casting a wider net to bring in a more diverse set of perspectives on my team?
- Am I recruiting and considering a diverse slate of final candidates that include women and people of color?
- Am I disrupting my conscious and implicit bias daily during decision-making processes? Am I aware of how my perceptions, attitude, behaviors, attention span, and listening skills vary based on how much or how little comfort I have with certain people in certain situations?
"I know you because I know me. The only way I can write something that connects to you is if I know me. I have to be intimately connected to the human parts of myself because it’s the human parts of me that are going to be connected to the human parts of you."

- Jason Reynolds
Inclusive Leadership Practices

• Educate yourself! It starts with you!
• Take a Hello inventory
• Get to know the people on your team (who they are, their cultural backgrounds, their multiple identities) to customize inclusion

Source: Simma Lieberman
Inclusive Leadership Practices

• Cultural Norms (know yours and theirs)
• Ask for employee feedback related to inclusion (what groups don’t feel included)
• Provide platforms to engage with each other
• Encourage people to check in with each other
• Access employee genius in different ways
• Use alternate methods for participation
Homework

• Review the list of Inclusive Leadership practices
• Identify one to three inclusive behaviors that you will put into practice
• For the next session be prepared to share:
  ◦ The inclusive behavior you tried and situation
  ◦ The result
  ◦ What if anything you would do differently