



Leading with an Inclusive Mindset

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COURSE OVERVIEW



- ❑ Dialogue Agreement – Laying the Foundation
- ❑ Define the key terms related to Diversity, Equity & Inclusion (DE&I) – Understanding the Journey
- ❑ From the Headlines – *What you do not want to happen!*
- ❑ Discuss the Five Essential Qualities of Inclusive Leadership
- ❑ Open Discussion – Let's Talk!





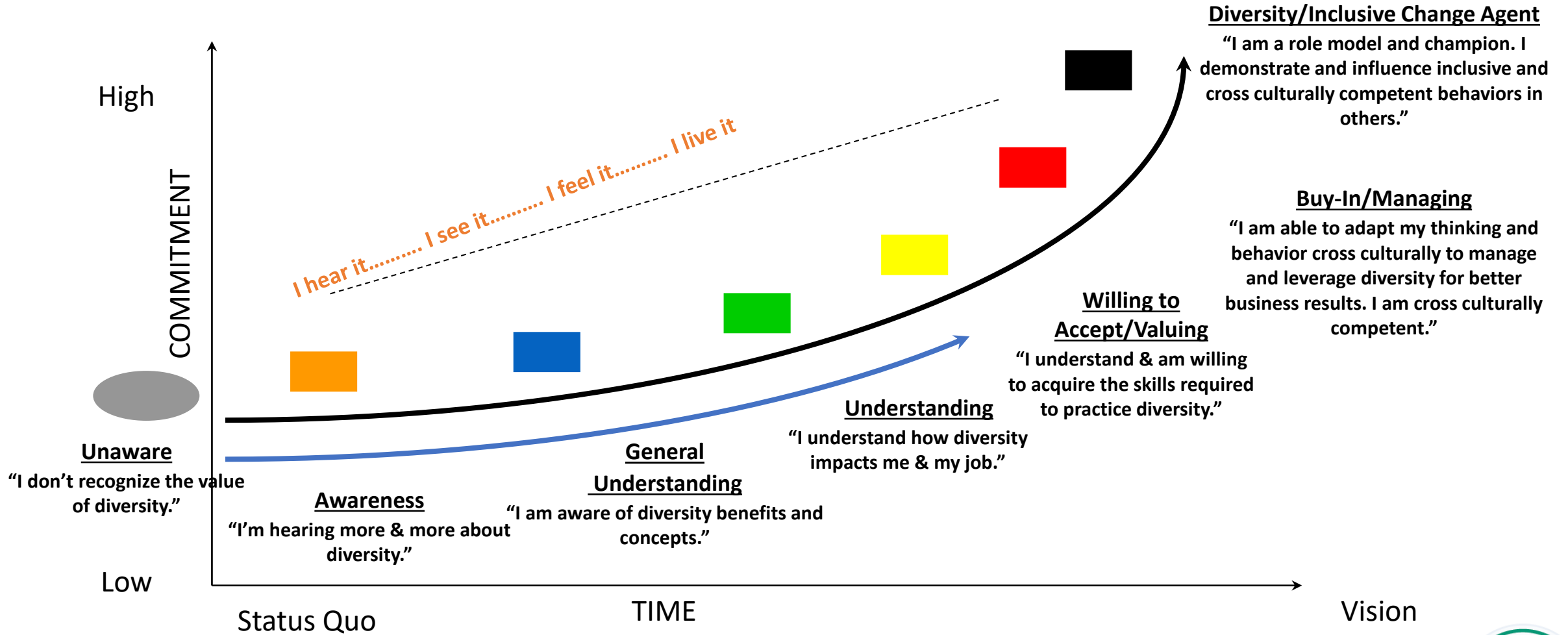
DIALOGUE AGREEMENT



- Speak from your own experiences (not others)
- What is said here stays here; what is learned here leaves here
- Be fully present: Engage in critical dialogue through conscious questioning and active listening.
- Participate at your own comfort level but push yourself; the most learning happens when we are a little bit uncomfortable.
- Don't share more than you can carry.
- Notice your own defensive reactions and attempt to use these as entry points for gaining deeper self-knowledge.
- It's ok for us all to be at different places with the things we discuss today.
- Show respect for one another's beliefs, values, and experiences. Strive for humility.



Evolution of DE&I: “The Journey Towards Inclusion”





DE&I KEY TERMS

Key Terms for Diversity, Equity & Inclusion





DE&I KEY TERMS



Definition:

DIVERSITY - simply put means differences. A widely accepted definition of diversity states “**it is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.**”





DE&I KEY TERMS



Definition:

EQUITY - is an approach that ensures everyone has access to the same opportunities. Equity recognizes that disadvantages and barriers exist, and that we do not all start from the same place. Equity is a process that begins by acknowledging this unequal starting place and continues to correct and address the disadvantages and imbalances.





DID YOU KNOW?



Equity and Equality are not the same, but they should be used to ensure fairness across the board in our organizations.

Equity is giving individuals what they need to be successful, ensuring everyone starts from the same place, whereas Equality is treating everyone the same.

Equality aims to promote fairness, but it can only truly work if everyone is treated fairly and the same with **NO** exceptions.





DE&I KEY TERMS



Definition:

INCLUSION – is defined as “the achievement of a work environment in which all individuals are valued, treated fairly and respectfully, have **equal access** to opportunities and resources, and can contribute fully to the organization’s success.”





DID YOU **KNOW?**



“Diversity jolts us into cognitive action in ways that homogeneity simply does not.”

~ Katherine Phillips (March 4, 1972 – January 15, 2020)





FROM THE HEADLINES



- **Lawsuit Claims Kindergarten Student was Target of Racially Motivated Attacks by White Classmates, School Failed to Respond, 8/20/2020**
<https://www.kgw.com/article/news/investigations/lawsuit-claims-kindergarten-student-was-target-of-racially-motivated-attacks-by-white-classmates-school-failed-to-respond/283-158aea15-38e7-4b62-bccb-25866f48e66d>
- **Upheaval at Fashion Institute Over Accusations of Racism, 3/16/2020**
<https://www.nytimes.com/2020/03/16/nyregion/fashion-institute-technology-racism-lawsuit.html>
- **Madison County Schools Sued Over Racial Slur Incidents, 9/11/2020**
<https://www.wtvq.com/2020/09/11/madison-county-schools-sued-over-racial-slur-incidents/>





FROM THE HEADLINES



- **Racist Threats Case Filed by Stamford High student Settled for \$37,500, 7/7/2020**
<https://www.newstimes.com/news/article/Racist-threats-case-filed-by-Stamford-High-107476.php>
- **Palmdale Students Accuse Teacher of Racist, Vindictive Behavior in Lawsuit, 7/16/2020**
<http://theavtimes.com/2020/07/16/palmdale-students-accuse-teacher-of-racist-vindictive-behavior-in-lawsuit/>
- **'Enough is Enough:' Student Sues Kettle Moraine School District over Racial Bullying, 10/16/2020**
<https://www.cbs58.com/news/enough-is-enough-student-sues-kettle-moraine-school-district-over-racial-bullying>





THE FIVE ESSENTIAL QUALITIES FOR INCLUSIVE LEADERSHIP

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The Five Essential Qualities of an Inclusive Leader



“Inclusive leadership is essential for making sure diverse thinking is respected, managed, heard and applied. And inclusive leaders who understand how different thinkers react to change are uniquely prepared to communicate and influence in a way that gets everyone on board with new ideas and new ways of doing things.”

~ Marla Lepore, Herrmann





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The Five Essential Qualities of an Inclusive Leader



1. Must be a Champion of Inclusion – Aligning Your Passion with Your Purpose
2. Must have an Inclusive Mindset
3. Must have the Ability to Work Effectively and Collaboratively Throughout the Entire Organization
4. Must be an Effective Communicator – Leading the DE&I Narrative
5. Must be a Lifelong Learner – Always Growing & Learning





The Five Essential Qualities of an Inclusive Leader



1. Must be a Champion of Inclusion – Aligning Your Passion with YOUR Purpose

- Share your passion and knowledge for Diversity, Equity, Inclusion and multiculturalism with others (sharing your gifts).
- Take personal responsibility for identifying and raising potential Diversity, Equity & Inclusion related issues in meetings, open discussions, throughout your organization and outside of work.
- Use your passion for DE&I to bring others together. Make it a mission to get everyone invested in the DE&I journey.
- Celebrate your differences while honoring others (differences).
- Be authentic, leading by and setting the example for others to follow – creating a more diverse and welcoming world.





The Five Essential Qualities of an Inclusive Leader



2. Must Have an Inclusive Mindset

- Must have the ability to Identify and address (remove) your own biases and prejudice.
- Remove your personal agenda(s) when working on DE&I strategies and with others (go in with a team/we mentality)
- Know how to leverage and use your wealth of DE&I knowledge, personal insights, and global perspectives; allowing others to trust you and your work.
- Have an open mind to the world around you and fully accept and validate where others are at on their own Diversity Journey.





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The Five Essential Qualities of an Inclusive Leader



3. Must have the Ability to Work Effectively and Collaboratively Throughout the Entire Organization

- You must go beyond the role of Diversity Champion, you must be the one setting the tone for DE&I in the organization.
- Know when to push-back, ensuring it does not jeopardize the DE&I strategies currently in place or future work.
- Must have the ability to work with everyone in the organization, from the CEO to the Custodian. Celebrate each persons journey and use it to your advantage.
- Know how to identify/recognize the 'bumps in the road' & have the ability/confidence to effectively move past them.





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The Five Essential Qualities of an Inclusive Leader



4. Must be an Effective Communicator – Leading the DE&I Narrative

- Have the ability (know how) to factor in diversity dynamics into meetings, workgroups or organization wide communications (telling the DE&I story).
- Be knowledgeable on the topic matter, especially as it relates to DE&I. Be confident in what you're saying and trust that it's truthful and accurate information.
- Know how to effectively **listen** and **communicate** with others. Always best to employ the 80/20 rule.
- Expect others to disagree and pushback, but do not pushback on the pushback (allow open dialogue).

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The Five Essential Qualities of an Inclusive Leader



5. Must be a Lifelong Learner – Always Growing & Learning

- Use your own life experiences as part of your DE&I journey, helping you to gain new knowledge/perspectives (ability to learn and grow).
- Never assume you are the ‘Expert’ – this is a slippery-slope! It can diminish your drive and need for future DE&I education.
- Immerse yourself into different cultures – celebrating and embracing differences from around the globe.
- Watch documentaries, read books/articles, and speak with individuals who can educate and inspire you and your DE&I journey – **NEVER STOP LEARNING!**





DID YOU KNOW?



You can develop an Inclusive mindset by...

- **Understanding that Diversity Without Inclusion is not Enough**
- **Commit to Examining Your own Biases & Stereotypes**
- **Commit to Working Towards Becoming Anti-Racist**
- **Understanding What it Means to Have Privilege**
- **Being Culturally Intelligent**





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THE BUSINESS CASE FOR DE&I



- A Forbes study has identified workforce diversity and inclusion as **a key driver** of internal innovation and business growth.
- Lu Hong and Scott Page showed that groups of diverse problem solvers **can outperform** groups of high-ability problem solvers.
- According to McKinsey, companies with diverse executive boards enjoy **significantly higher earnings** and returns on equity.
- According to Harvard Business School, multicultural networks **promote creativity**.

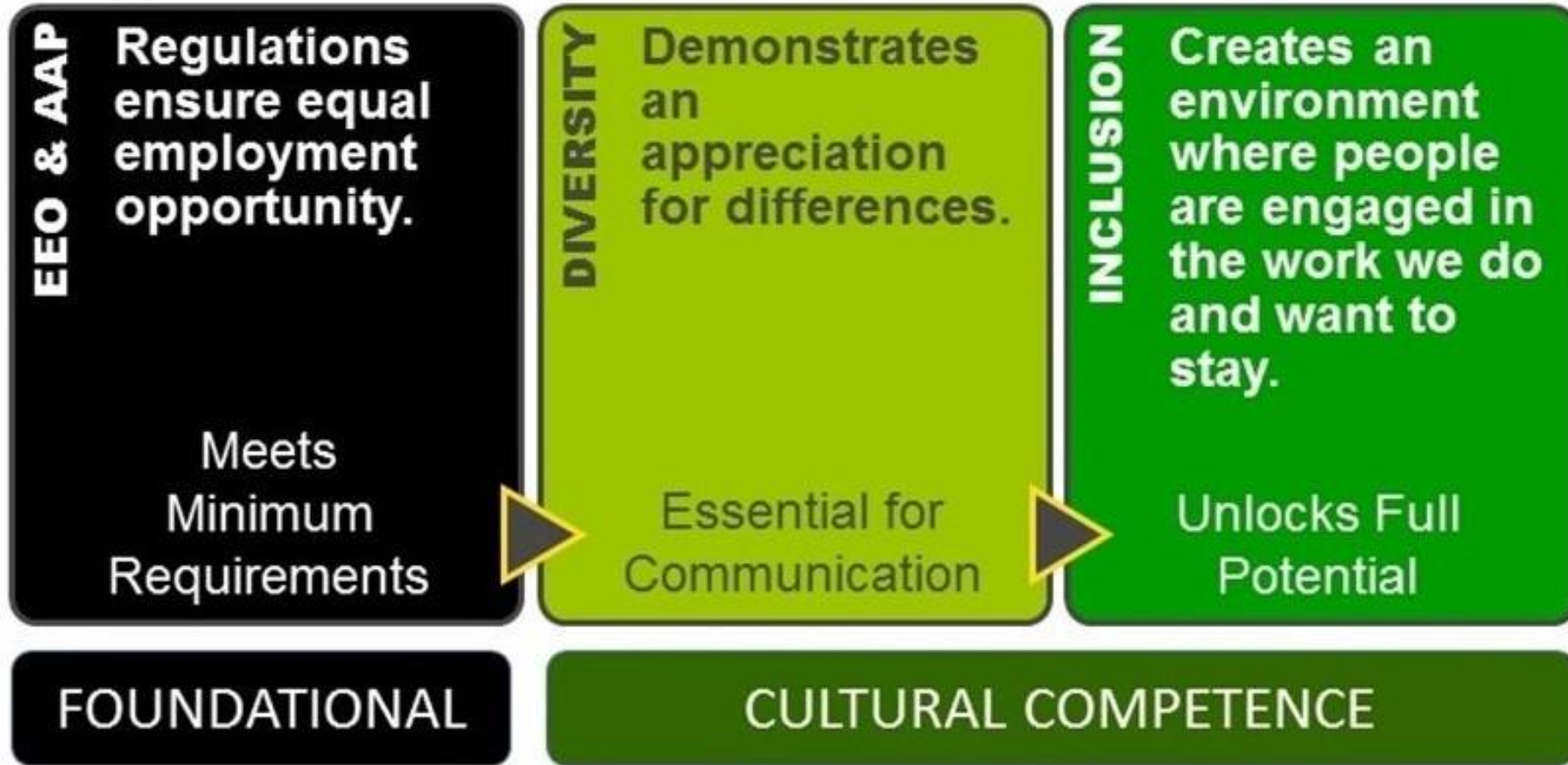




DID YOU KNOW?

- ❑ Racially diverse teams outperform non-diverse teams by **35%** successful management of diversity in the workplace.
- ❑ **57%** of employees think their companies should be more diverse.
- ❑ **40%** of people think there's a double-standard against hiring women.
- ❑ Teams where men and women are equal earn **41%** more revenue.
- ❑ The biggest reason companies avoid hiring diversity? **41%** say they're "Too Busy".

WHY INCLUSIVE LEADERSHIP MATTERS



The Six Signature Traits of Inclusive Leadership

By Juliet Bourke, Bernadette Dillon

1. Cognizance
2. Curiosity
3. Cultural Intelligence (CQ)
4. Collaboration
5. Commitment
6. Courage

Figure 1. The six signature traits of an inclusive leader



Graphic: Deloitte University Press | DUPress.com



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Let's Talk...





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