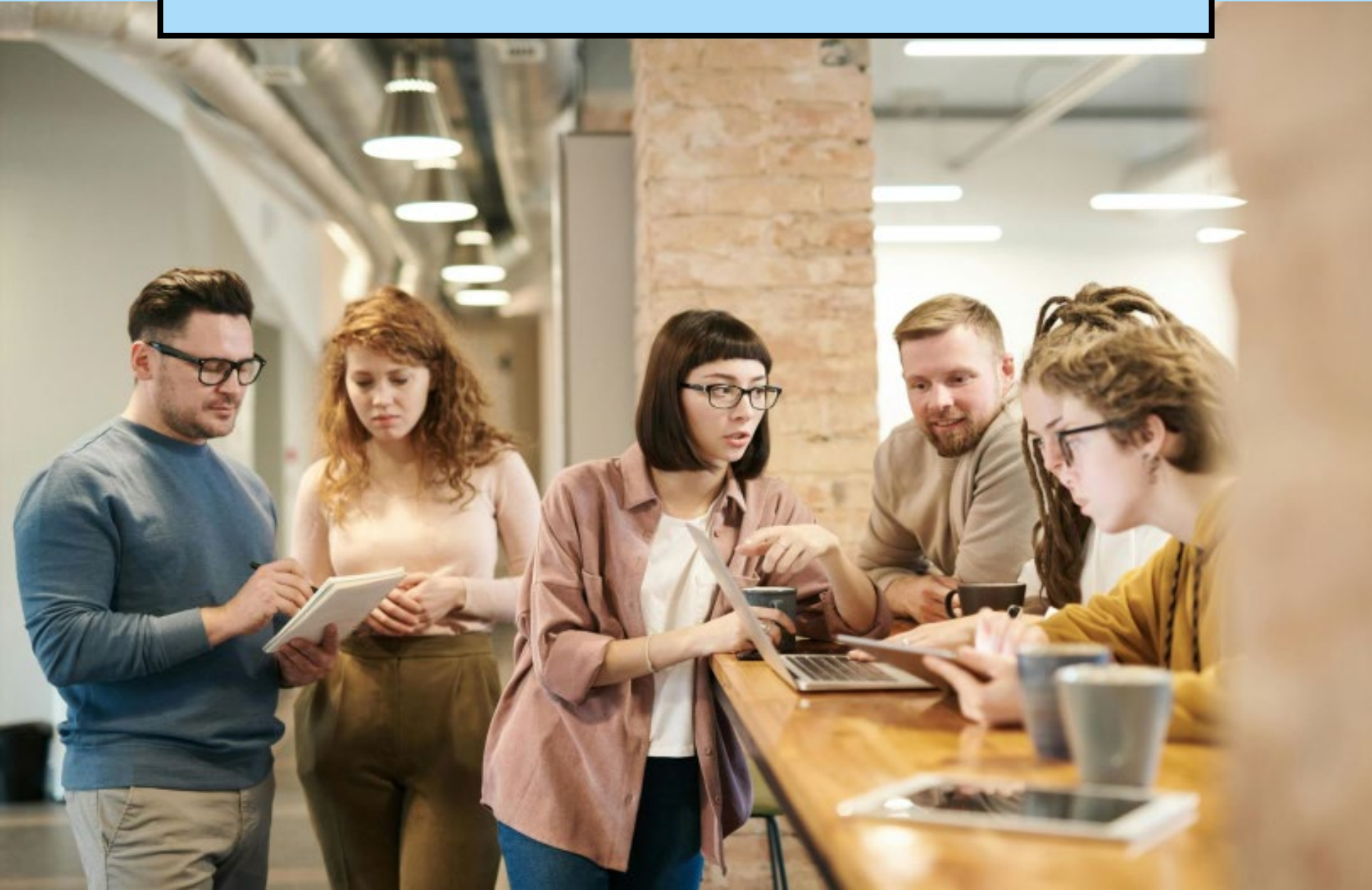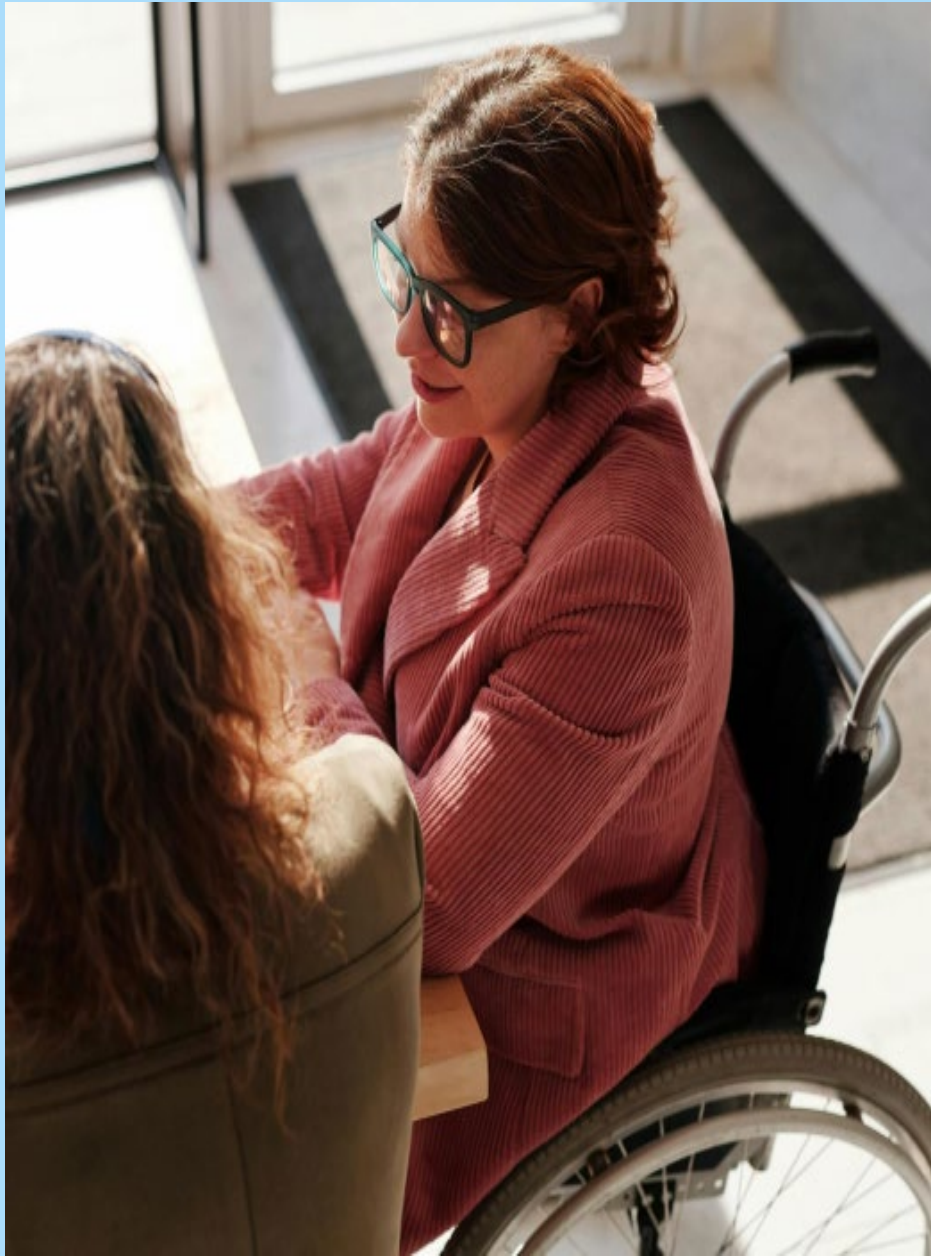# LEADING WITH DIVERSITY

OBJECTIVES

- Generate awareness of your own unconscious biases

- Gain an understanding of inclusive leadership

- Learn 7 practical steps to encourage and implement inclusive leadership

- Share best practices

- Broaden our thinking in terms of how we think about diversity

INCLUSIVE LEADERSHIP

How do you lead with diversity in mind? One strategy is by developing your skillset to be an inclusive leader.

Inclusive leadership is **a leadership style that actively seeks to include the contributions and perspectives of all team members.** *It means having the ability to lead a diverse group of people while demonstrating respect for each person's unique characteristics without bias.*
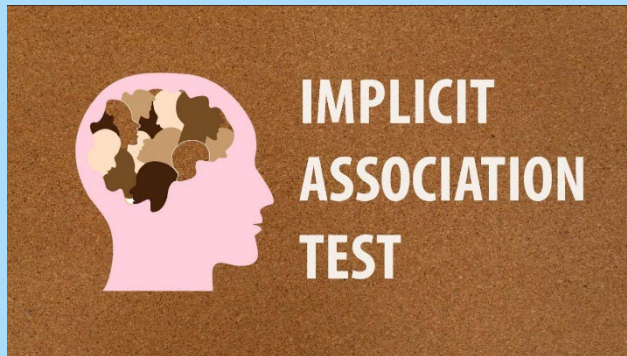
Build Self-Awareness TIP #1

- Understand your own biases

- Self-awareness creates inclusivity

- Combat judgment with self-awareness and reflection

Example tools and activities to help build self-awareness

What Diversity & Inclusion is REALLY About |
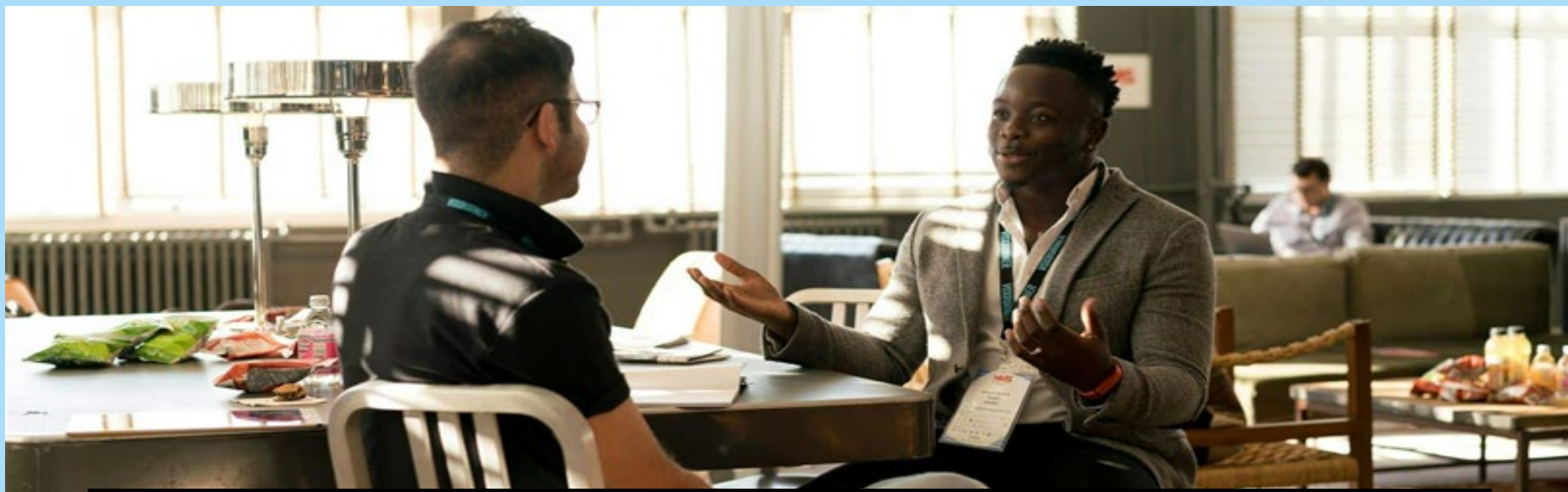Simon Sinek (youtube.com)

- Respecting Perspectives, Shared Vision

- Debrief the Implicit Association Test

- Circle of Trust activity

Practice Active Listening
TIP #2

- Encourage open dialogue; listen to different viewpoints, without judgment

- Treat every conversation as an opportunity to understand other perspectives

- Do not interrupt, speak last, ask clarifying questions

Promote Equity
TIP #3

- Equal opportunities for growth and development

- Review policies and processes

- *GreenStone Example*

Encourage Diverse Thought TIP #4

- Celebrate differences and invite diverse ideas

- Look for culture adds instead of culture fit

- Culture add example

Develop Leaders TIP #5

- Training provides necessary skills to leaders

- Other considerations may include creating an awareness to individual differences
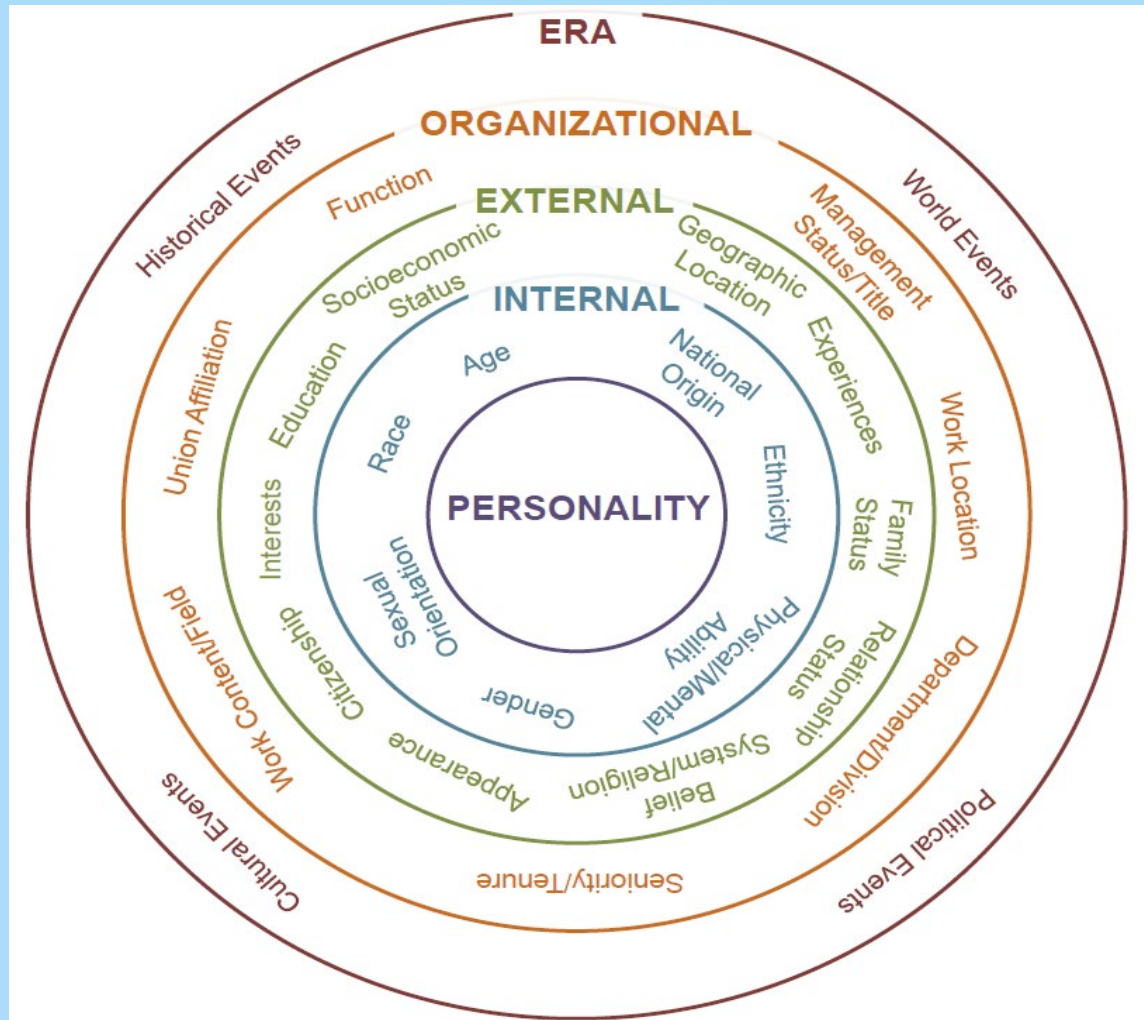
Embrace Feedback TIP #6

- Seek and act on feedback

- Work towards continuous improvement

- How do your employees like to provide feedback?

Monitor Progress
TIP #7

- Keeps efforts at front of mind

- Ways to monitor progress

- Use a data driven approach

DIVERSITY WHEEL

QUESTIONS