



LACHANDRA B. BAKER  
EDUTAINMENT

# ABIDE<sup>2</sup> BY ME (ACCEPTANCE, BELONGING, INCLUSION, DIVERSITY, EQUITY, ENGAGEMENT)

*Creating moments that matter by supporting, respecting and valuing your employees*

A LITTLE ABOUT ME

People call me:

**Lachandra**

**La**

**Lala**

**Chan**

**Mama**

**Babe**

**Kreshendo**




- Treat each other with respect
- Encourage everyone who is brave enough to share
- Listen to understand, not respond
- What happens here, stays here
- We don't talk over each other
- Pay attention to your body language, facial expressions and tone of voice
- It's ok to change your mind



**THIS IS A  
SAFE SPACE** ^ and Brave





What does it  
mean to be  
**HUMAN** at work?



Acceptance

• PACT

Belonging

• ATTRACT

Inclusion

• ACT

Diversity

• FACT

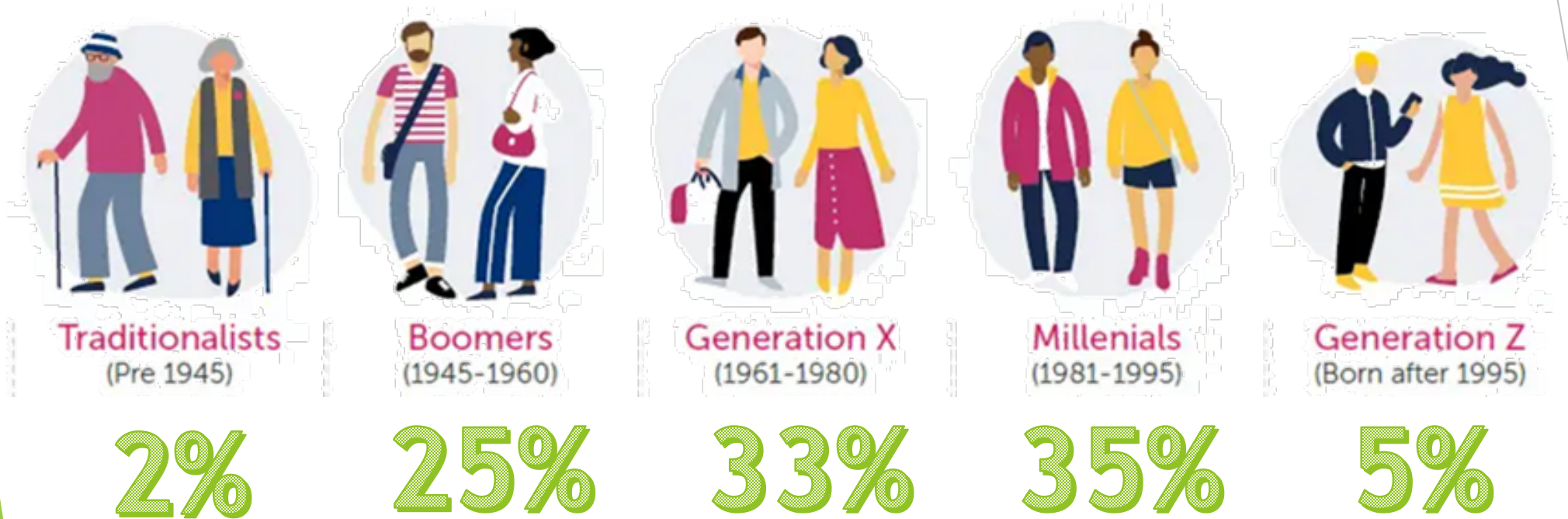
Equity

• EXACT

Engagement

• IMPACT

# Five generations in the workplace

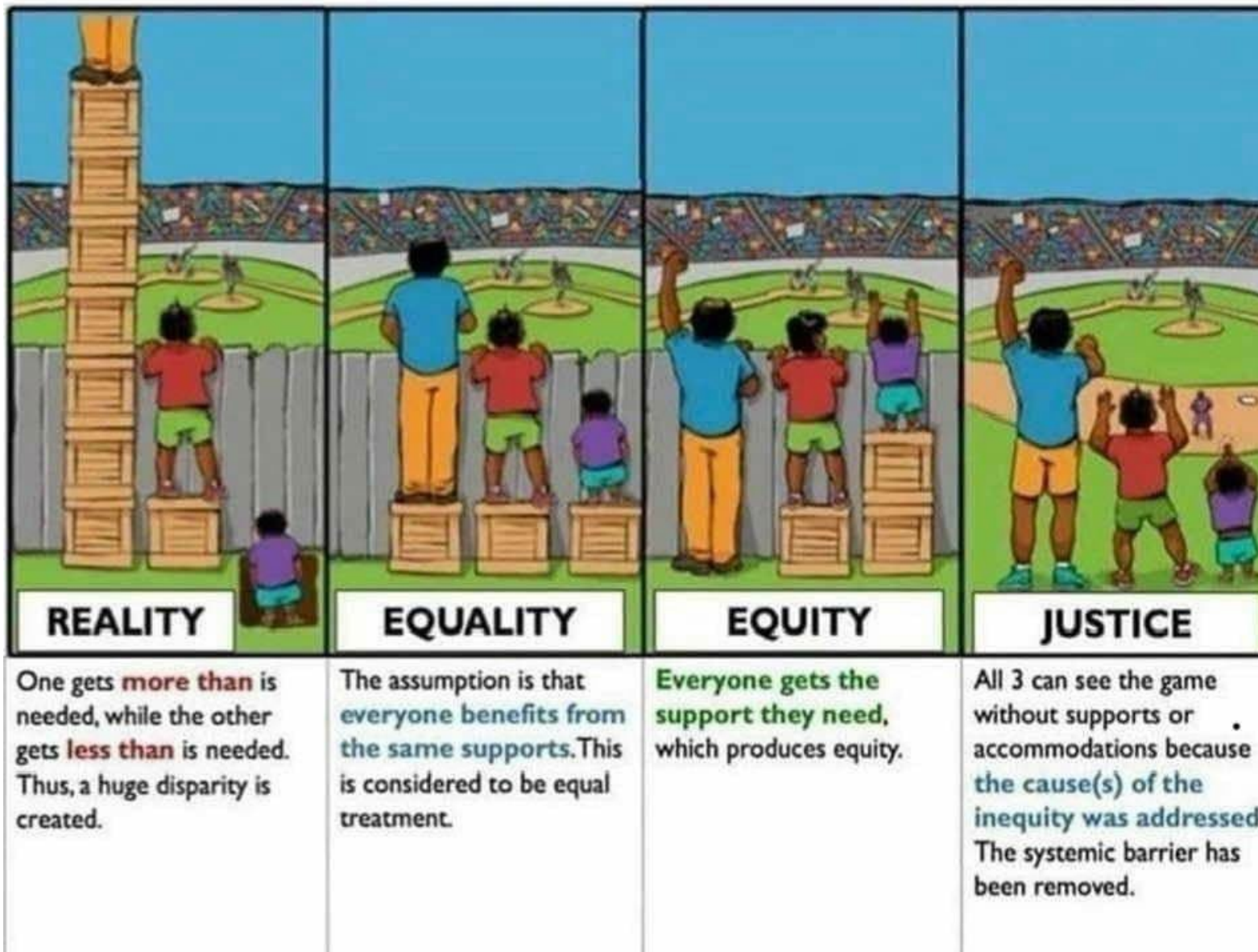




1. Cognitive Disabilities
2. Physical Abilities & Disabilities
3. Mental Health
4. Neurodiversity
5. Behavior & Ethodiversity
6. Personality & Thought-Style
7. Cultural Background
8. Geographical Location
9. Language, Linguistics & Accents
10. Ethnicity
11. Race
12. Citizenship Status
13. Age
14. Family & Upbringing
15. Ideologies
16. Morals
17. Social Roles
18. Gender Identity
19. Gender Expression
20. Sex
21. Sexual Orientation
22. Education
23. Income
24. Socioeconomic Status
25. Life Experiences
26. Privilege
27. Marital Status
28. Parental Status
29. Military Experience
30. Criminal Background
31. Political Beliefs
32. Religious & Spiritual Beliefs
33. Work Experiences
34. Skills

# DIMENSIONS OF DIVERSITY

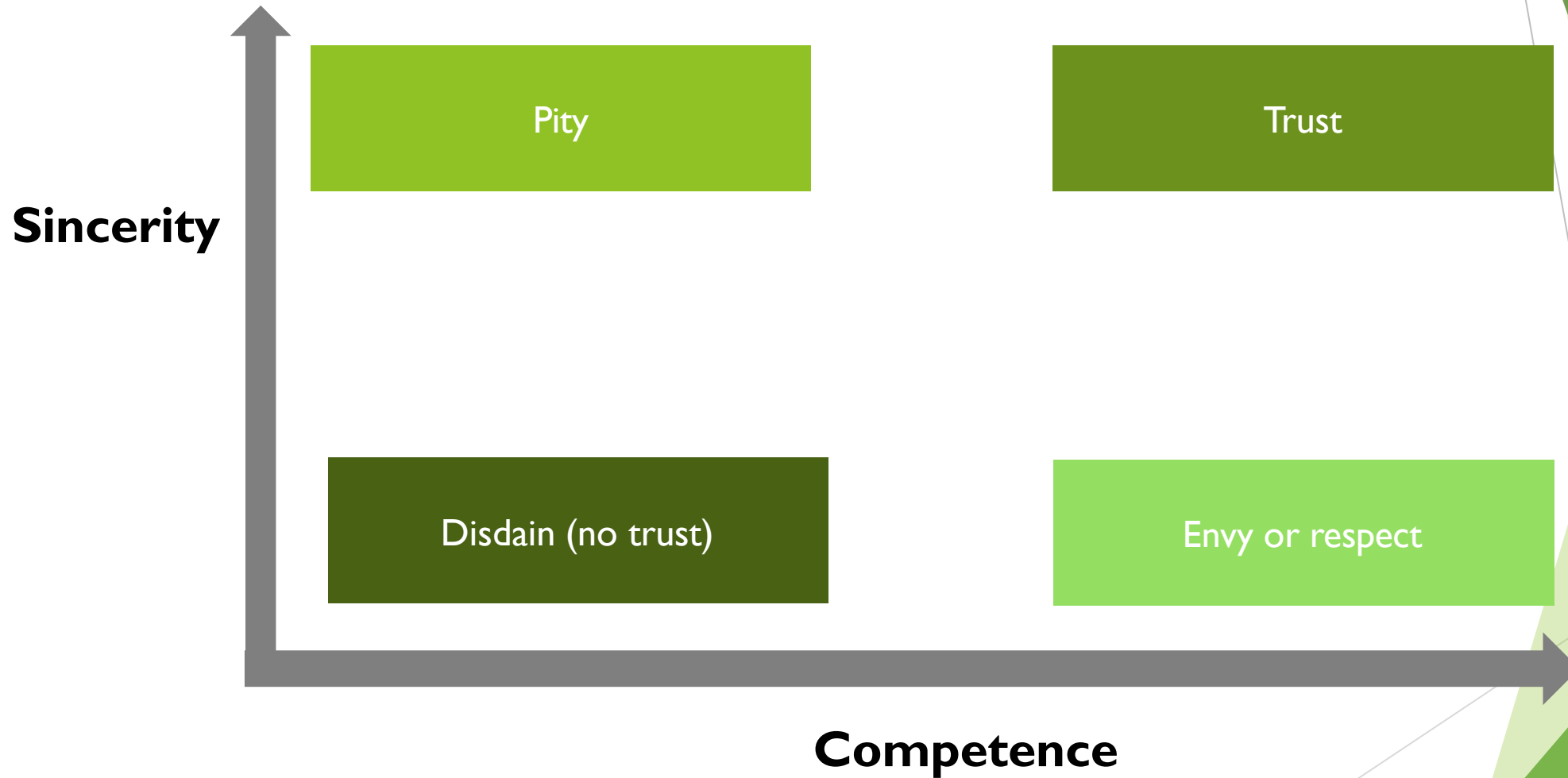




# ON THE ROAD TO JUSTICE

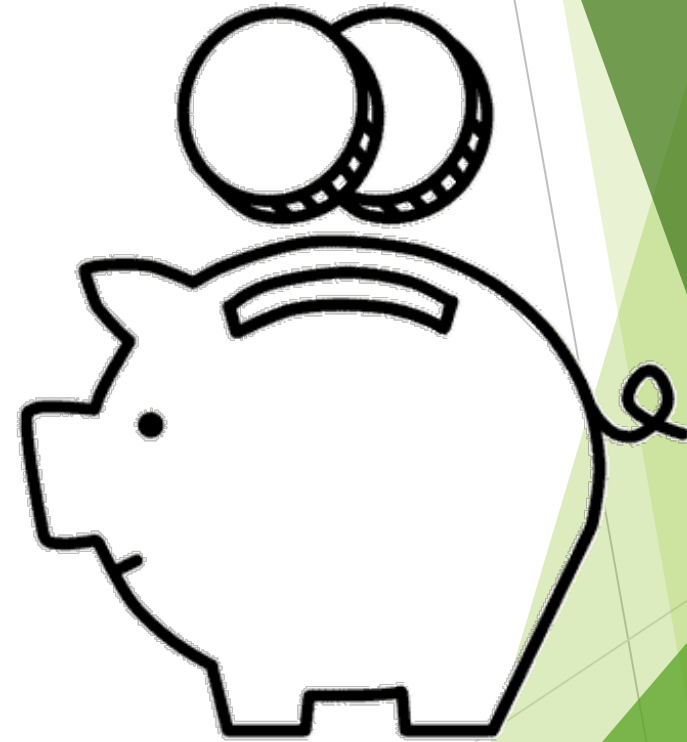


# Why is trust important to DEI work?



# Trust and DEI (diversity, equity and inclusion)

- Relationships are an emotional bank account
- Positive interactions are deposits
- Negative interactions are withdrawals
- Critically important not to overdraw the account
  - Admit to the breach of trust
  - Apologize sincerely
  - Share what you will do to prevent future breaches
  - Explain how you will repair the damage
  - Take action to back up your words



# Psychological Safety

## Stage I: Inclusion Safety - How do you make others feel included?

- Teach inclusion as a human need and right
- Introduce yourself at the first opportunity
- Learn peoples' names and how to pronounce them
- Physically face people
- Listen and pause

# Psychological Safety

## Stage 2: Learner Safety - How do you make others feel safe and motivated to learn?

- Unite your team with learning
- Adopt a student mindset
- Assess the learning style and temperament of each person
- Help people one-on-one in their space
- Share what you are learning



# Psychological Safety

## **Stage 3: Contributor Safety - How do you make others feel safe enough to contribute and make a difference?**

- Rotate the conducting of meetings
- Clarify roles
- Recognize accomplishment
- Don't correct with anger, blame, or shame
- Celebrate small wins

# Psychological Safety

**Stage 4: Challenger Safety - How do you make others feel safe enough to challenge the status quo, innovate, and make things better?**

- Encourage others to think beyond their roles
- Respond constructively to disruptive ideas and bad news
- When you reject feedback, explain why
- Weigh in last
- Display no pride of authorship

# INCLUSIVE LEADERSHIP

EMPOWER

MOTIVATE

LISTEN

HAVE EMPATHY

REFLECT

TRUST

BE AUTHENTIC

COLLABORATE



# Keys to inclusive leadership

- **Visible commitment**
- **Humility**
- **Awareness of bias**
- **Curiosity about others**
- **Cultural intelligence**
- **Effective collaboration**



# Markers of employee engagement



## Outcomes of employee engagement





**LACHANDRA B. BAKER**  
**EDUTAINMENT**

**THANK YOU!**