ABIDE² 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
What does it mean to be HUMAN at work?
Five generations in the workplace

Traditionalists (Pre 1945) - 2%
Boomers (1945-1960) - 25%
Generation X (1961-1980) - 33%
Millenials (1981-1995) - 35%
Generation Z (Born after 1995) - 5%

Source Graphic: https://www.windsor-telecom.co.uk/resource/blog/how-to-cater-to-all-five-generations-in-the-workplace/
Source Data: Johnny Taylor, SHRM
DIMENSIONS OF DIVERSITY

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
ON THE ROAD TO JUSTICE

REALITY
One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

EQUALITY
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

EQUITY
Everyone gets the support they need, which produces equity.

JUSTICE
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

Source: https://www.reddit.com/r/coolguides/comments/o3ivsg/equality_equity_and_justice_explained_better/
Why is trust important to DEI work?

- Sincerity
  - Pity
  - Disdain (no trust)

- Competence
  - Trust
  - Envy or respect

 SOURCE: BUILDING TRUST, ELEARNING MODULE, BRENDA BAILEY-HUGHES, LINKEDIN LEARNING
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

Source: building trust, elearning module, brenda bailey-hughes, linkedin learning
Psychological Safety

Stage 1: 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

Source: © LeaderFactor LLC 2022
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

Source: © LeaderFactor LLC 2022
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

Source: © LeaderFactor LLC 2022
Keys to inclusive leadership

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

https://hbr.org/2020/03/the-key-to-inclusive-leadership
Markers of employee engagement

- Personal well-being
- Social connections
- Emotional affinity
- Supportive culture
- Employer loyalty
- Job performance

Outcomes of employee engagement

THANK YOU!