Diversity, Inclusion and Bias (DIBs)

Measuring Progress.

Improving Performance.

Increasing Productivity

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A little quiz

- To get started…

- Text "PPAI" to 22333

You can have ONE front row seat to the championship...Which ticket do you choose? (It's a HOME game.)

Milwaukee Bucks

Green Bay Packers

Milwaukee Brewers

Wisconsin Badgers

Grading my leadership around social justice challenges TODAY - I would give myself the following score: (0-100%)

0-25%

26-50%

51-75%

76-90%

91-100%

Outcomes

1 Increase willingness to learn more

2 Understand the Leader Led necessity of this work

3 Recognize expertise is not required to Lead

4 Move past 'right thing to do' to applying the business case

Good Faith

With Openness and Honesty.

With Vulnerability and Transparency

Empathy…(Cognitive vs Emotional)

Without knowing what the result will be

Baselining Language

The DIBs Model™

An Overview of Diversity and Inclusivity

Diversity: The full range of human differences and similarities.

Inclusivity: The level of belonging in an environment. Driven by its leadership, KPI's, policies, practices and procedures.

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Bias:
A pre-judgement in favor/against a person, or group

Unconscious…

- We are unaware it is present
- It is out of our control
- Happens automatically

Conscious…

- Triggered by the brain's quick judgments of people and situations
- Influenced by our background

Inclusive Leadership (DIBs) Assessment: An Intro

DIBs Assessment Model™

HESITANT INVESTIGATE DISCOMFORT ENGAGING EXPERIMENTING

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Inclusive Leadership Assessment

Hesitant

- I'd prefer to work and interact with people who are like me.

- Non-business conversations about difference don't belong in the office space.

- I don't have issues with people who are different from me, we just don't have a lot in common.

- I am deeply fearful/scared that people are out to get me or ppl like me, they are waiting for me to make a mistake.

- I cannot provide a clear definition for Diversity, Inclusion nor Bias

Inclusive Leadership Assessment

Discomfort

- I work and interact with people from different backgrounds as a function of my role, it's a challenge.

- Non-business conversation about difference sometimes happen, its uncomfortable. I'm not convinced of a direct business connection.

- There's anxiety around 'speaking my truth'. I may be admonished or ridiculed. This is not a safe place/time to say the 'wrong' thing.

- I'm not confident in my definitions for Diversity, Inclusion nor Bias

Inclusive Leadership Assessment

Investigating

- I work with different ppl all the time; it can be thought provoking.

- Non-business conversations about difference happen, they're interesting but I rarely see a business connection.

- I want to initiate conversations to learn more, but I don't. I can't bring myself to ask the questions or share my experience. I'm pretty sure it will be ok, but I can't/haven't.

- I believe I can define Diversity, Inclusion and Bias but I'm not clear on the differences nor overlap.

Inclusive Leadership Assessment

Experimenting

- At work, I push myself to have deeper interactions with people who are not like me.

- Non-business conversations about difference happen. I think they make us better.

- I encourage myself to ask questions so I can understand other perspectives. I grit my teeth and ask or say what is on my mind, its risky, stressful and necessary.

- I believe I can define Diversity, Inclusion and Bias. I'm getting clarity on the differences nor overlap.

Inclusive Leadership Assessment

Engaging

- I prefer to work with people who are not like me. It increases innovation and creativity.

- Non-business conversation are normal and deepen our connection to each other. Deeper connections make better teams.

- I can say what I need to say. I feel 'safer' and supported. If a mistake is made, I handle it with grace, respect and if necessary, forgiveness and patience.

- I can define Diversity, Inclusion and Bias. I am clear on the differences and overlap.

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Rate Your Industry's Comfort Level with Diversity, Inclusion and Bias (DIBs)

Hesitant

Discomfort

Investigating

Experimenting

Engaging

Rate YOUR Organization's Comfort Level with Diversity, Inclusion and Bias (DIBs)

Hesitant **A**

Discomfort **B**

Investigating **C**

Experimenting **D**

Engaging **E**

Rate YOUR Comfort Level with Diversity, Inclusion and Bias (DIBs)
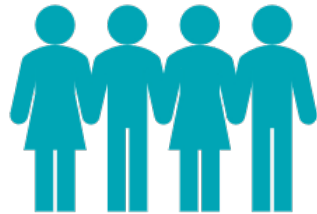
Hesitant

Discomfort

Investigating

Experimenting

Engaging

Diversity Acumen

A required skill set for Leaders and Teams

Diversity Acumen is Your Ability to...

Lead across the diversity spectrum

Engage in DIBs related discussions in 'Good Faith'

The Business Case: Diverse Teams are More Productive, Creative, Innovative

Going Deeper…

- The Right thing to do: Morals

- The 'Right' thing to do: Ethics

- Risk Mitigation

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Unpacking the Business Case

- Diverse Teams Feel Less Comfortable — and That's Why They Perform Better

- Homogenous Teams Feel Easier — but Easy Is Bad for Performance

- Capitalizing on Diversity Means Highlighting — Not Hiding from — Differences
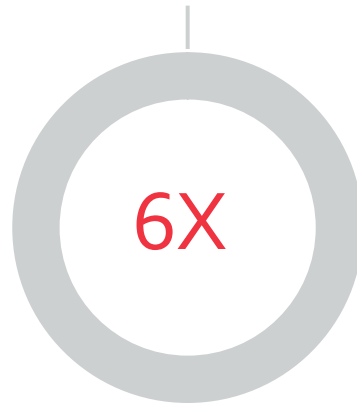
Risk Mitigation: The Evidence

- Data from *Principia's* Ethical Culture Index on Risk
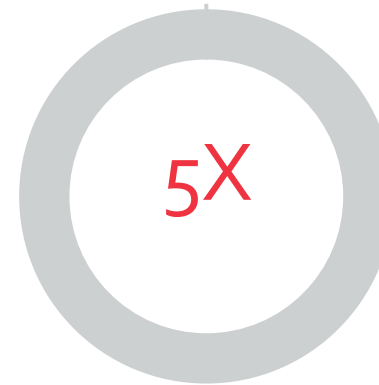- Talent Retention, Reputation, Productivity and Misconduct

5X

I think that my organization values the diversity of its people:

5 times more likely to not think about leaving their organization.

6X

Employees believe their leaders lead by example to create an inclusive culture

6 times more likely to talk about their organization as a great place to work.

5X

Employees who feel they can be themselves at work are

5 times more likely to put a great deal of effort beyond that normally expected.

Top 10 Categories of Misconduct

Taken from ***Principia's*** Ethical Cultural Index on Risk

Consistently Ranked at the Top

- Harassment
- Bullying
- Discrimination

More than…

- *Ignoring internal policies,*
- *Conflicts of interest,*
- *Actions not in the best interests of customers*
- *Bribes or inappropriate gifts*
- *Theft, Antitrust violations*
- *Accounting irregularities*
- *Actions that damage market integrity.*

Strategies for Uncomfortable Conversations

A Plan for Discomfort
- Establish the boundaries for civil conversation
    - Passion is ok...Rage is not
    - Intense dialogue is ok...Interrupting is not
    - Be aware that non verbal's matter
        - Rolling Eyes, Drumming Fingers, Gritting Teeth

Strategies for Uncomfortable Conversations

Assume positive intent

- No one here is a terrible person
- We are good people trying to do what we believe is right
- We will make mistakes (language, overstepping, etc.)

Acknowledge scratching and wounding may occur

- We don't have perfect language
- We are debating passionately and imperfectly

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Strategies for Uncomfortable Conversations

Expect 'The RIGHT Kind of Uncomfortable'

- Create/reinforce foundation for open communication

- Establishing the boundaries, getting agreement and enforcing them

- Keeping folks on time, on task, on topic

*NOTE: As a leader you MAY not be able to be IN the conversation

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