"Deepen your understanding on DEI and what it means for your company"

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Our intentions today

1   Create a shared language around DEI (15 minutes)

2   Connect your social identities to DEI efforts and needs (5 minutes)

3   Understand your organization efforts and wills to adopt DEI (5 minutes)
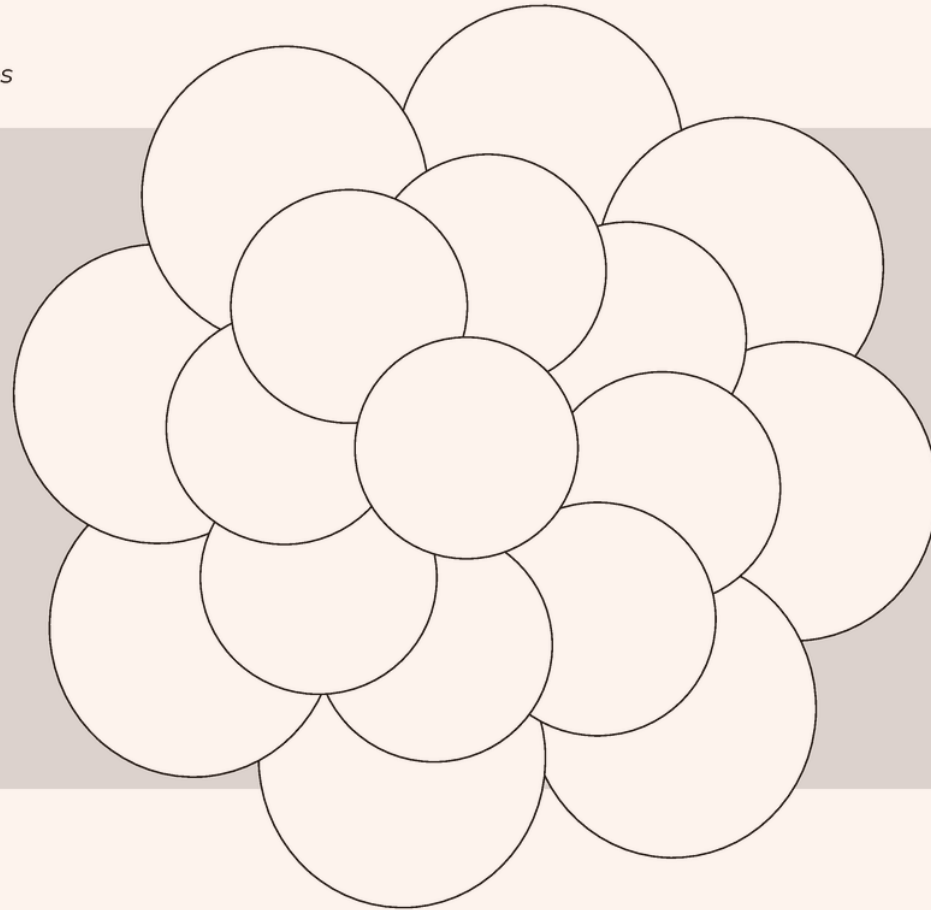
Our learning – "Diversity"

Power Flower

Center Petal = Your Name
Inner Ring = Your identities
Outer Ring = Dominant identities

"Big 8" Identities

- Race
- Ethnicity
- Gender Identity
- Sexual Orientation
- Ability
- Religion
- Nationality
- Socioeconomic Status

Our learning – "Diversity"

1. Which lens of your identity show up most at work and in what ways?

2. Which lens of your identity do you wish you could bring out more?

Our learning – "Diversity"

Diversity refers to who is represented in the workforce. Some examples of diversity in workplaces include gender diversity, age diversity, ethnic diversity, physical ability –etc.

Our learning – "Inclusion"

What are the inclusive trait you observe during the activity?

Our learning – "Inclusion"
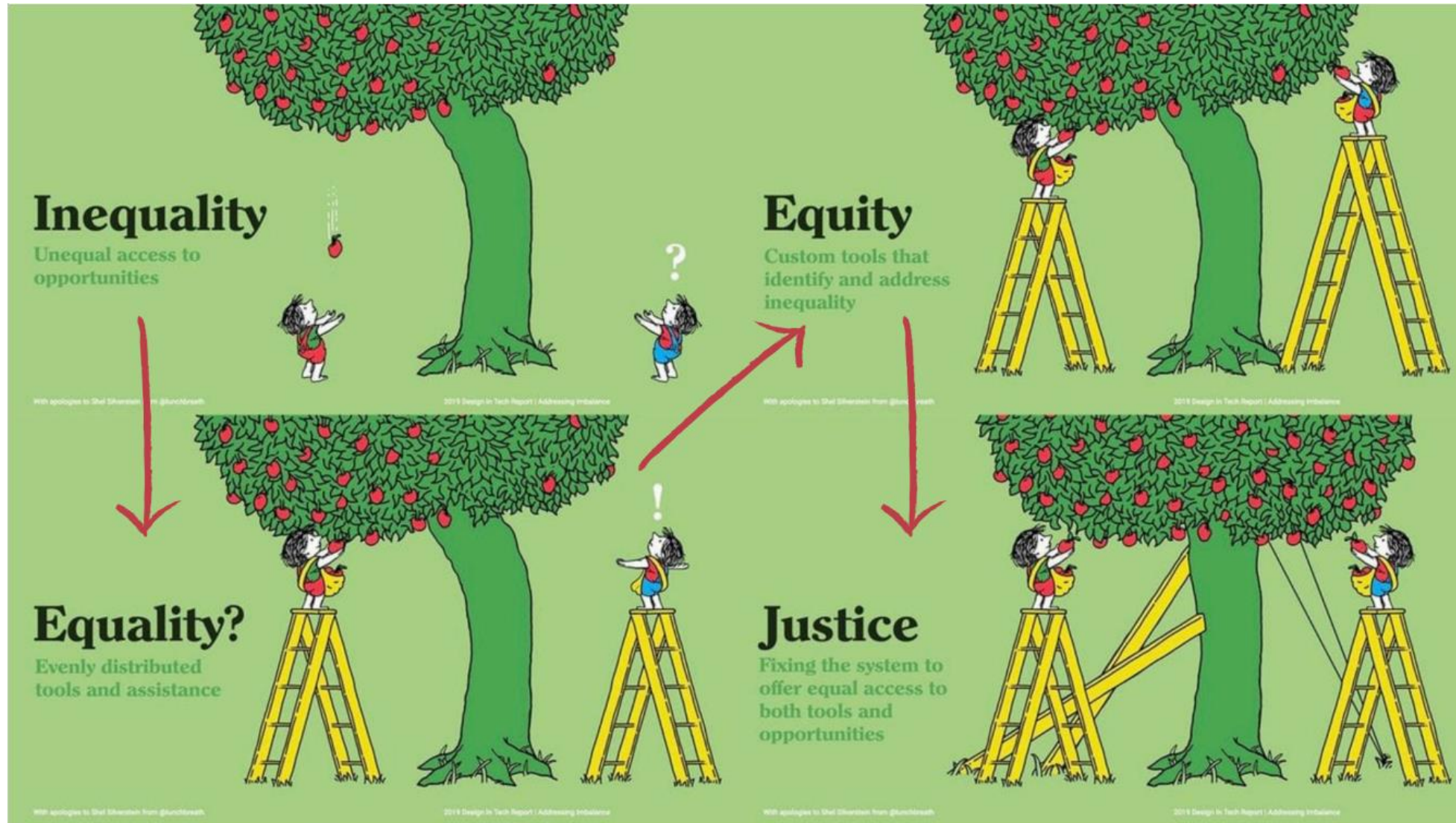

1. "Leaving no one behind"

2. "What does it mean for your company?"

Our learning – "Inclusion"

Inclusion refers to how the workforce experiences the workplace and the degree to which organizations embrace all employees and enable them to make meaningful contributions.

Our learning – "Equity"

Our learning – "Inclusive Leadership" Quality

Nurture Inclusion
Seeks out and embrace diverse perspectives.

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WHAT IT IS: Acknowledge, invite and welcome diverse opinions; even when it may contradict their own. Proactively seek for feedback, listen and act upon it regardless of career hierarchy

WHAT IT ISN'T: Allow biases (conscious or unconscious) through language or action to devalue and exclude any individual

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Positive example - When leaders speak last instead of first, invite more junior members to share their perspectives first to ensure their unique point of view is heard

Negative example - When a critical, strategic business decision needs to be made, leaders are not eager to hear or acknowledge different or contrary opinions and only hear what they want to hear

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IF we invite differences THEN we will foster innovation and be more risk savvy as we will have anticipated all possible scenarios

IF we include diverse perspectives THEN we will better understand our customers / communities and anticipate their needs

Cultivate Transparency
Provides visibility and displays authenticity and vulnerability.

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WHAT IT IS: Proactively shares knowledge, information as a default and communicate openly and frequently to enable visibility. Demonstrate authenticity, vulnerability. Seeks help and encourage others to do so too

WHAT IT ISN'T: Keep information that may be of use to others to yourself as a default. Do not provide psychological safety where people can share about their needs and challenges

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Positive example - When leaders speak authentically and show that they are not invincible. A personal and vulnerable tone of voice, recognising it's not about the captain but about the ship itself while taking cultural nuances into consideration

Negative example - When there are strong silos with a lot of control over what kind of information is shared & how people would interact with each other

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IF we share knowledge THEN we will respond with high speed and alignment to internal and external requests

IF we make goals and progressions visible THEN we can mobilise everyone in the same direction and empower them to do so

Actively Sponsor
Recognise, develop and support talent.

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WHAT IT IS: Develop the diverse talent pool, identify and address any succession and diversity gaps that present significant risks to the organization with a sense of urgency

WHAT IT ISN'T: Block or de-prioritize mobility and development opportunities. Invest little to no time and resources in the mentoring and sponsoring of junior/ diverse individuals

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Positive example - Transparent with the talent we have nurtured, coaching them on what their differentiator and strengths are and provide opportunities to display talent

Negative example - We don't go deep enough or take a long-term approach to create opportunities to display talent

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IF we intentionally sponsor talent THEN we develop stronger leaders as an organisation

IF we champion mobility THEN we develop more inclusive and well-rounded leaders who develop an international mindset and act with local pragmatism

Drive Accountability
Take personal responsibility for behaviours and outcomes.

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WHAT IT IS: Intervene and have a zero-tolerance policy for discrimination and non-inclusive behaviour. Be a visible champion for under-represented groups or those who don't naturally speak up

WHAT IT ISN'T: Remains silent when faced with behaviour that discriminates or excludes people, continue to display microaggression after it's been flagged

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Positive example - Give airtime to junior and softly-spoken individuals in meetings, address that Western and Senior people tend to speak up and speak more and take accountability for how the meetings is conducted

Negative example - When we do not empower leaders with accountability, little repetition of what's important and ignore what the community is asking for. Resort to blaming when things don't go well and remove empowerment.

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IF we have a zero tolerance THEN everyone will take D&I seriously and create a consistent standard of behaviour

IF we hold ourselves and others accountable THEN we improve everyone's ownership to outcomes and avoid blaming & shifting responsibilities

Demonstrate Care
Demonstrate genuine care and interest in others.

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WHAT IT IS: Develop care, compassion and empathy for self and others. Has the desire to better know the people working around you, understand and encourages individuals to "bring their true selves to work"

WHAT IT ISN"T: Lack respect during interactions and ignores signals of disengagement or dissatisfaction. Execute plans at the expense of people's wellbeing

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Positive example - Take time to understand who our stakeholders are, observe and bring people into the fold

Negative example - Lack of empathy and understanding. Not seeing care demonstrated visibly and frequently enough across the organisation

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IF we demonstrate care for one another THEN we will have a more engaged and collaborative workforce

IF we can consider the unique needs of individuals THEN we can retain top and diverse talent

Our learning – "Self-Care"

SELF-CARE WHEEL

This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from Transforming the Pain: A Workbook on Vicarious Traumatization by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide. Copyright @2013 Olga Phoenix, All Rights Reserved. Unlicensed reproduction and distribution is prohibited. Copyright licenses are available for purchase at www.olgaphoenix.com

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