

CULTURE REFINERY



01



BECOMING A DIVERSITY CHAMPION SERIES

INCLUSION STARTS WITH “I”

A personal journey towards inclusive leadership



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02

Inclusion Starts with “I”

A personal journey towards inclusive leadership

In part one of our Diversity Champions series, our goal is to equip senior leaders with foundational knowledge and practical strategies to champion diversity, equity, and inclusion within their organizations, focusing on self-awareness, bias disruption, and cultural competency development.

By the end of this workshop, participants will be able to:

- Understand the Five Competencies of Inclusive Leadership
- Articulate Brain Science Related to Bias and Inclusion
- Recognize and Disrupt Bias
- Practice Cultural Competency
- Create an Action Plan to Integrate Learning



03 Goals & Expectations

What do you hope to get out of today's conversation?



04 5 Competencies of Inclusive Leaders



Inclusive Leaders:

- Actively practice Cultural Competency to add valuable context to workplace situations.
- Utilize Emotional Intelligence to cultivate inclusive relationships and processes.
- Discern opportunities to align actions towards Power Equity.
- Diplomatically display Social Courage in the face of exclusion.
- Cultivate workplaces of high Psychological Safety and trust.



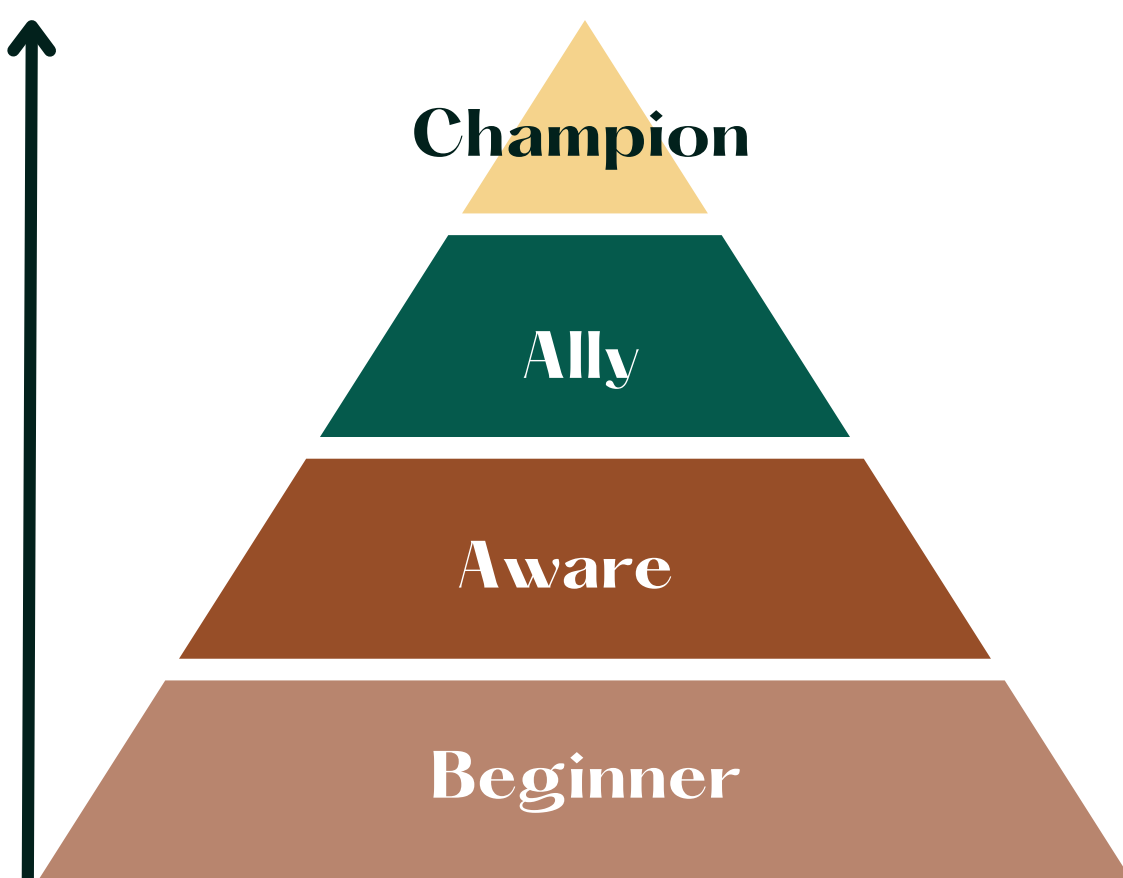
05 Supporter vs Champion

What are the characteristics of someone who supports an initiative?

What are the characteristics of someone who champions an initiative?



06 Inclusive Leadership Journey



- **Champion:** I recognize and influence systemic changes beyond myself and my immediate team.
- **Ally:** I recognize & adjust for myself and those in close relationship to me.
- **Aware:** I recognize for myself and actively seek to learn.
- **Beginner:** I understand and am beginning to notice.



07 Inclusive Leadership Matrix Compassionate Self Assessment

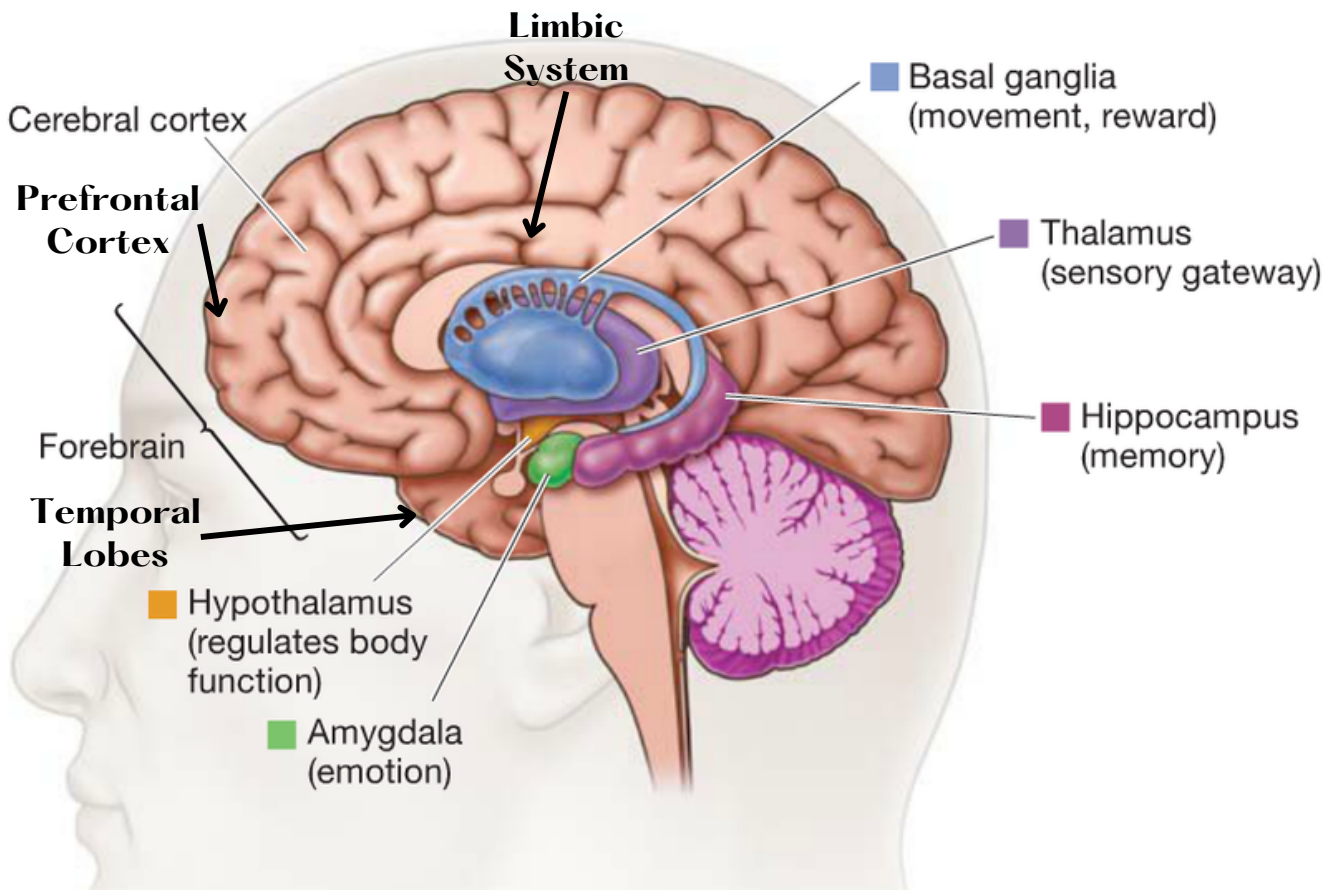
Competency	Beginner	Aware	Ally	Champion
Cultural Competency				
Emotional Intelligence				
Power Equity				
Social Courage				
Psychological Safety				

Which Competency will I focus on first?

What one action will I take to develop this competency?



08 Our Brain



Key Takeaways:

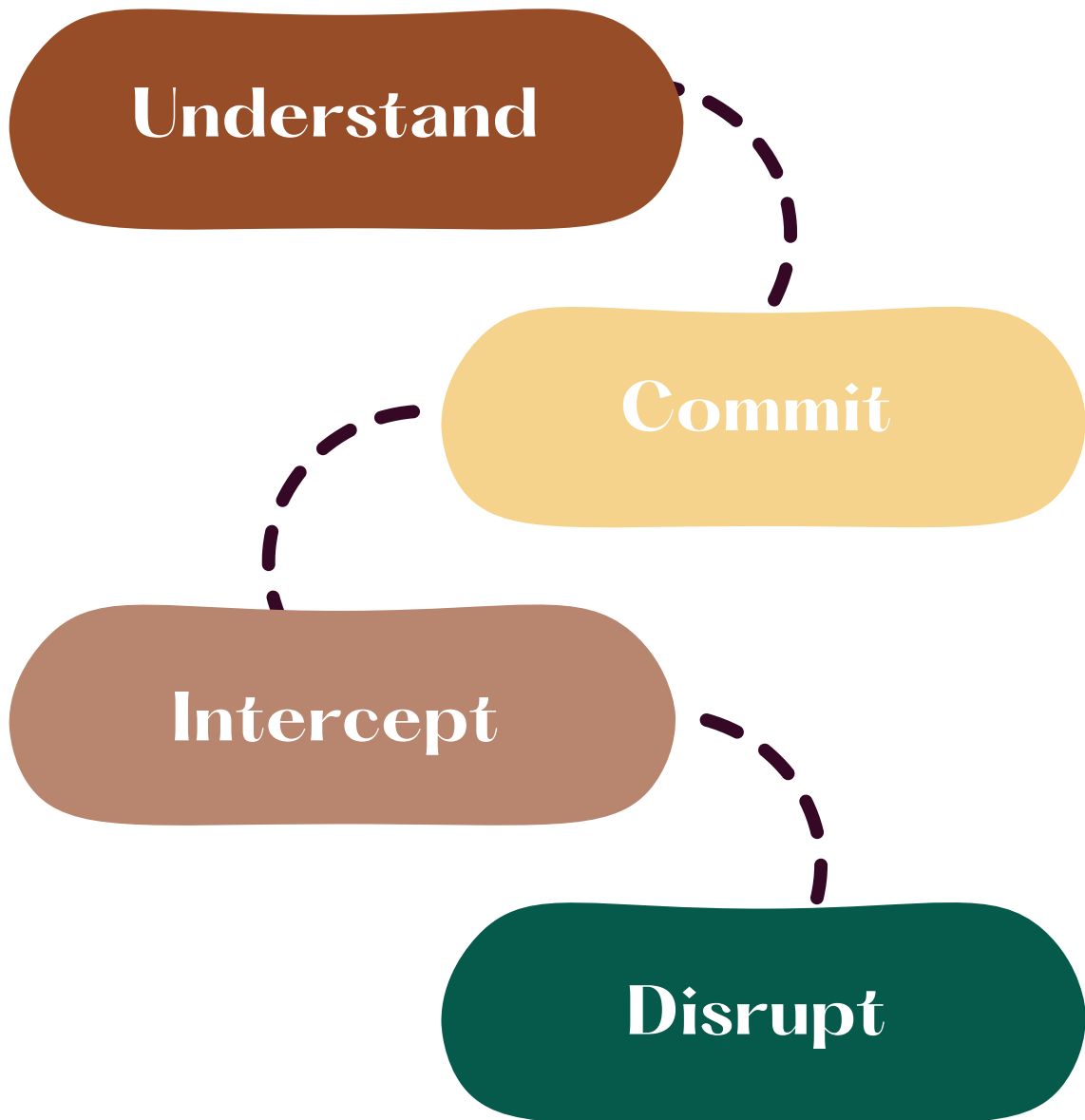


09 Top 5

Top 5 People You Most Trust (non-family)	Race	Gender Identity	Sexual Orientation	Religion	Age Range



10 Disrupting Bias: A Framework





11

Recognizing & Disrupting Bias

Where do you notice bias in yourself?

(Consider within the last week.)

Where do you notice bias in the broader world?

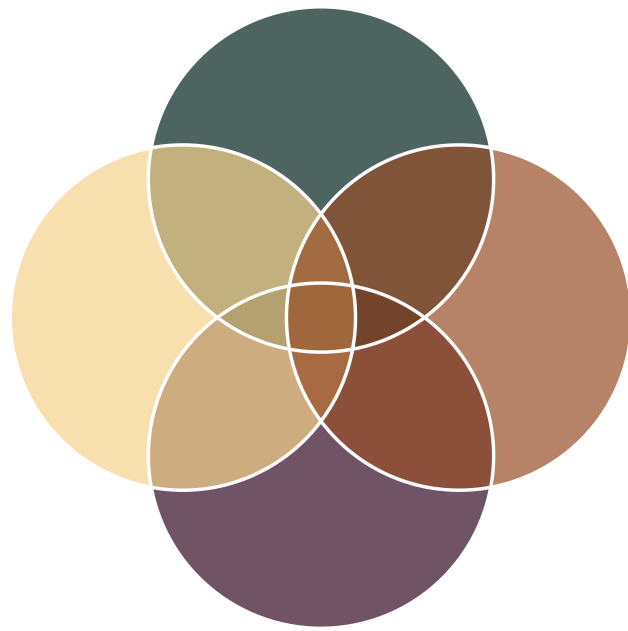
(Consider within the last month.)

Where do you notice bias in the workplace?

How might you disrupt bias when you notice it?



12 4 Strategies to Cultivate Cultural Competency



- Cultivate Curiosity
- Cultivate Exposure
- Cultivate Relationship
- Cultivate Resilience



13 Cultural Competency Plan

One strategy to cultivate curiosity.

One strategy to cultivate exposure.

One strategy to cultivate relationship.

One strategy to cultivate resilience.

How do workplace norms like fear of failure and perfectionism interfere with our ability to practice cultural competency?



14 Integration Plan

To deepen my personal development, in the next 30 days I commit to:

To intentionally develop my team, in the next 30 days I commit to:

To support the development of my peers, in the next 30 days I commit to:



15 What's the T.E.A.?

What's one key TAKEAWAY you have following the session?

What's one EMOTION that will help root you to the work done in this session?

What's one ACTION you are willing to commit to following the session?



INCLUSION STARTS WITH “I”

16 Notes





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17 Notes





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18 Notes





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19 Notes



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A1 Key Terminology

Bias:

An orientation toward something or someone, this orientation can be positive, negative, or neutral; a bias can be informed by a previous experience. In other words, biases can be rational. Example: Any distrust of the U.S. Government that Native American communities have could be considered a rational bias rather than prejudice because there are actually historical and contemporary reasons for indigenous people not to trust the government: desecration of sacred land, genocide, forced relocation, biological warfare, and broken treaties to name a few.

Culture:

The shared patterns of behaviors and interactions, cognitive constructs, and affective understanding that are learned through a process of socialization. These shared patterns identify the members of a culture group while also distinguishing those of another group.

Diversity:

Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term ‘diversity’ is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.



A2 Key Terminology

Equality:

To treat everyone exactly the same. An equality emphasis often ignores historical and structural factors that benefit some social groups/communities and harms other social groups/communities. Often as a response to racism, people will claim a 'colorblind' orientation or seek to create 'colorblind' policies that will treat all people equally. However, 'colorblindness' often leads to inequity because it does not acknowledge the historical and contemporary systemic forces of oppression that do not allow all of us to be our full selves equally.

Equity:

To treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harm other social groups/communities. Sometimes justice demands, for the purpose of equity, an unequal response.

Inclusion:

1. An intentional effort to transform the status quo by creating opportunity for those who have been historically marginalized. 2. An inclusion focus emphasizes outcomes of diversity rather than assuming that increasing the amount of explicit diversity of people automatically creates equity in access/opportunity or an enhanced organizational climate. 3. Begins with the needs, wants, and quality of life of the historically Minoritized population rather than the historically privileged.



A3 Key Terminology

Justice:

The process required to move us from an unfair, unequal, or inequitable state to one which is fair, equal, or equitable, depending on the specific content. Justice is a transformative practice that relies on the entire community to respond to past and current harm when it occurs in society. Through justice, we seek a proactive enforcement of policies, practices and attitudes that produce equitable access, opportunities, treatment and outcomes for all regardless of the various identities that one holds.

Liberation:

The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way that operates outside of traditional systems of oppression. Liberation acknowledges history but does not bind any person to disparate systems or outcomes. Liberation is a culture of solidarity, respect, and dignity.

Marginalization:

The result of this power play, leaving certain groups on the margin of society without less opportunity for a healthy life, liberty, or the pursuit of happiness. Yes, there are plenty of people from marginalized groups who 'make it,' but they are the exception, not the norm. These social advantages (or lack thereof) have a big part to do with how you and others move about in the world.



A4 Key Terminology

Prejudice:

An assumption of knowledge about something or someone not rooted in personal experiences with the particular something or someone in question; prejudice is informed by stereotype rather than experience.

Race:

Race is defined as 'a category of humankind that shares certain distinctive physical traits.' The term ethnicities is more broadly defined as 'large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background.'

Social Advantages:

Choices society makes to normalize power to one group over another. This allows them to have access to opportunities that others do not.

Stereotype:

1. A trait and/or characteristic assumed to be true of all members of a particular social group. Many American cultural practices and public policies are rooted in racial, gendered, and class-based stereotypes such as Asians are the model minority; meaning submissive,

White Privilege:

A form of social advantage. 1. The unearned privileges associated with identifying as or appearing White in a racist society. 2. Living and existing as a White (appearing) person in a world that operates on the cultural default of Whiteness. 3. A tool that a White ally can use to challenge racist oppression in the spaces and places they have access to.