



# CALLING ALL DIVERSITY CHAMPIONS!

Demonstrating your commitment to inclusion is an inside-out job. How you model the behaviors you want, multiplies the likelihood for their expression in others. Use the matrix below to help assess where you are.

## Inclusive Leadership Matrix

### BEHAVIORS

	<b>BEGINNER</b>	<b>AWARE</b>	<b>ALLY</b>	<b>CHAMPION</b>
CULTURAL COMPETENCY	I understand and notice cultural bias.	I challenge my personal biases and invest in learning about other cultures.	I actively challenge biases and intentionally integrate culturally inclusive practices in the ways I lead my team.	I speak up about the importance of cultural competency and drive organizational policies that promote it.
EMOTIONAL INTELLIGENCE	I understand the concept of emotional intelligence and its impact on team dynamics.	I practice empathy and strive to both accommodate the emotional needs of my team members.	I am able to manage my emotional reactions and influence the reactions of others.	I drive initiatives to ensure that policies and practices consider the emotional well-being of employees.
POWER EQUITY	I recognize power inequity in my organization and explore the impact.	I acknowledge my personal role in power dynamics and consider ways to support more equitable power distribution.	I actively work to redistribute power within my sphere of influence.	I am a vocal advocate for power equity, leveraging my influence to ensure equitable representation in policy decisions.
SOCIAL COURAGE	I recognize exclusionary practices and acknowledge the emotional discomfort they can cause.	I speak up against exclusionary practices within safe environments and trusted relationships.	I take an active role in promoting a more inclusive environment, challenging exclusionary practices whenever they're observed.	I leverage my position and influence to make social courage a valued behavior across my organization.
PSYCHOLOGICAL SAFETY	I understand the concept of psychological safety.	I reflect on how my actions impact my team's sense of safety and trust.	I actively work to foster an environment of psychological safety within my team.	I boldly create and maintain environments across my organization that are comfortable with dissent, debate and difference.



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Champion is not a title - it's a verb. Once you have identified your opportunities for inclusive leadership growth, it's time to take action! Leverage the following matrix to progress in your inclusivity goals.

## Inclusive Leadership Matrix ACTIONS

	BEGINNER	AWARE	ALLY	CHAMPION
CULTURAL COMPETENCY	Begin by actively learning about different cultures and seeking out diverse perspectives within and outside the organization.	Deepen cultural knowledge through direct engagement, implementing feedback mechanisms to learn from cultural missteps.	Mentor individuals from different cultural backgrounds.	Measure the impact of diversity initiatives to refine and enhance them.
EMOTIONAL INTELLIGENCE	Practice active listening and reflect on personal emotional responses to improve empathy and understanding in leadership.	Implement regular feedback sessions with the team to understand their emotional needs better and to adjust leadership styles accordingly.	Promote a culture where emotional awareness is valued and practiced by all team members.	Continue to advocate for the importance of emotional intelligence in leadership both within and outside the organization.
POWER EQUITY	Start to question existing practices and policies, considering how they can be more inclusive.	Encourage diverse voices in decision-making processes and seek to remove barriers to inclusion in their teams.	Regularly review organizational practices for inclusivity and champion changes that promote a more inclusive workplace.	Collaborate with industry peers to share best practices and work towards broader societal change in power equity.
SOCIAL COURAGE	Build awareness of social courage and its impact, and practice speaking up in low-risk situations.	Expand the range of situations where you exhibit social courage and encourage others to do the same.	Lead initiatives to promote a culture of inclusion and social courage within the organization.	Advocate for industry-wide adoption of practices that encourage social courage and inclusion.
PSYCHOLOGICAL SAFETY	Create an environment where team members can express their thoughts and concerns without fear of negative consequences.	Work on implementing the feedback received and focus on building stronger, more trusting relationships with team members.	Address any issues that may threaten psychological safety.	Regularly assess the workplace for psychological safety and trust and mentor other leaders in fostering these qualities.