



Doing
Diversity
Differently

BECOMING A MORE CONFIDENT LEADER ON RACE ISSUES



Black Lives
Still Matter —
even if your
news feed is
quieter
about it



Demographic vs. Cognitive Diversity



Part One:
Race issues
at work



@AntoineSpeaksOn
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930 544

Twitter outrage over image search results of black and white teens is misdirected. We must address the prejudice that feeds such negative portrayals



▲ Images thrown up by Kabir Alli's Google searches for 'three black teenagers' and 'three white teenagers'

This week Twitter user [Kabir Alli](#) posted a video of him carrying out two specific searches on Google. The search for "three white

Race issues in society



What is my
Privilege?



What is the myth of meritocracy?



What is a
micro-
aggression?



Part 2:
So how do I
start the
journey?



I'm scared
of getting it
wrong or
saying the
wrong thing



1.
Understand
the true
meaning of
empathy



2.
Think about
what works
for your staff
and students



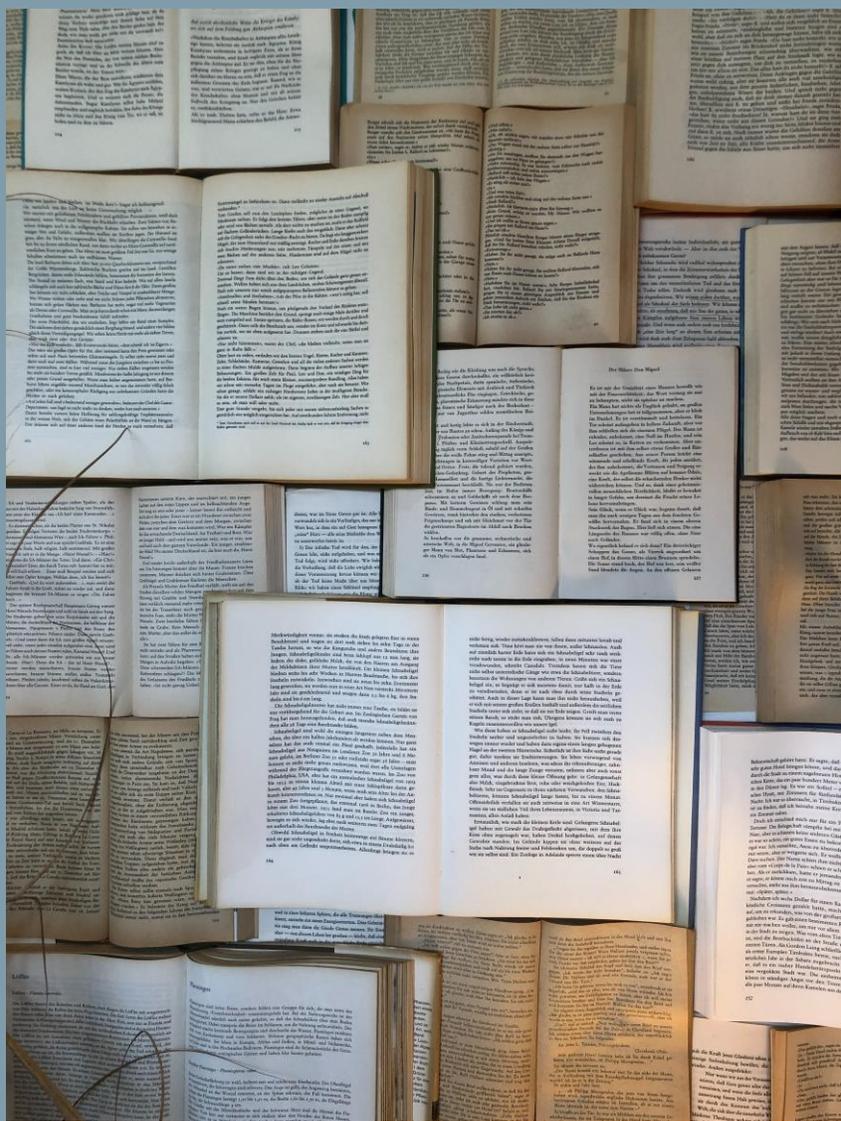
3. Framing the question



4.
This may be
uneasy and
you need to
be vulnerable



5.
Be curious



6. You may have different perspectives



7.
Act upon
the insight
swiftly and
accurately



8.
In a world
where you
can be
anything, be
kind



Will all this
actually
work?



PROFITABILITY



Companies in the top quartile of engagement scores had **50% HIGHER TOTAL SHAREHOLDER RETURN** than the average company.

(Aon Hewitt)

PRODUCTIVITY



Engaged employees have **18% HIGHER PRODUCTIVITY** and **60% HIGHER QUALITY** than underengaged employees.

(Insync Surveys)

CUSTOMER SATISFACTION



Companies with highly engaged employees score between **12% AND 34% HIGHER IN CUSTOMER SATISFACTION RATINGS.**

(Vance)

QUALITY

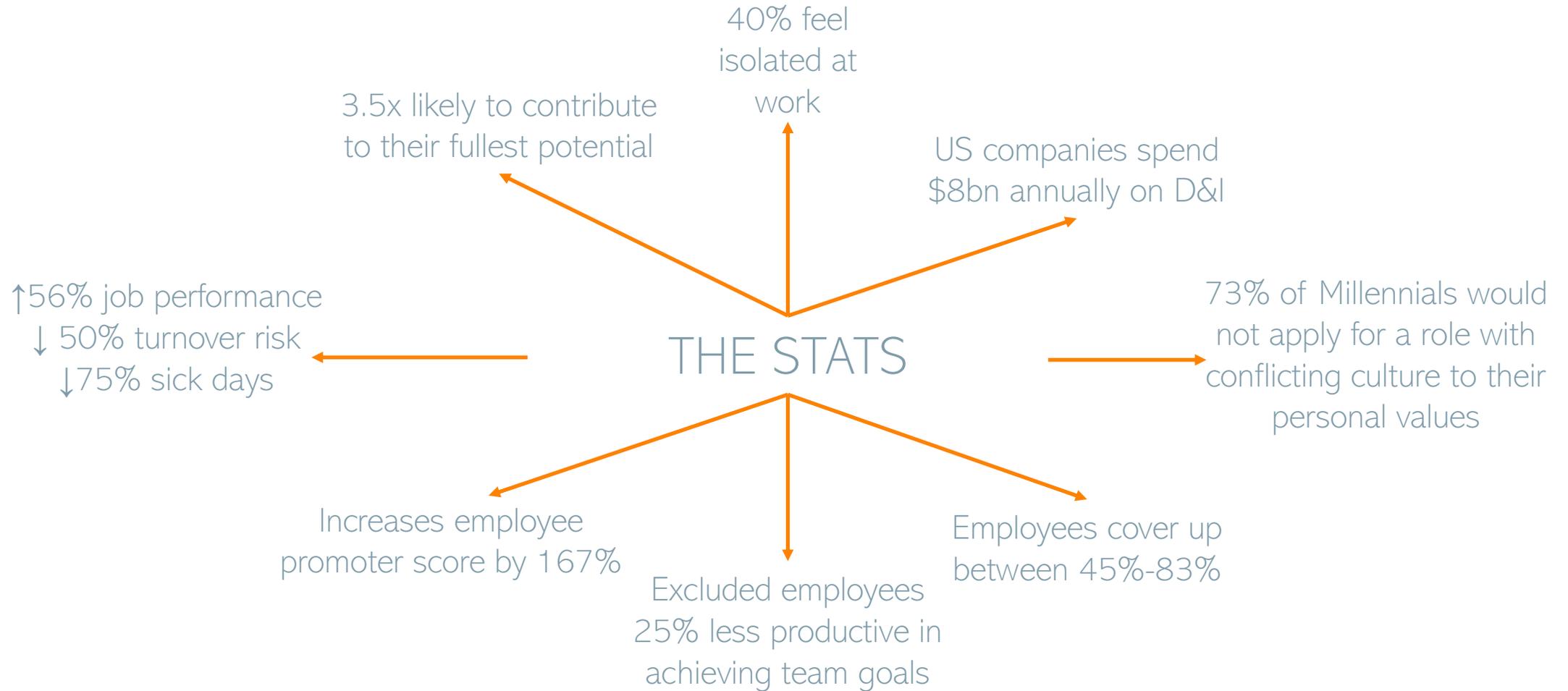


Among Fortune 100 companies, there was a **1,000% DECREASE** in errors among engaged versus disengaged employee populations.

(Gonring)

The
supporting
data sets

Belonging and the Bottom Line are inextricably linked





People cover
up up to
83% of who
they are



Part 3:
So just
talking and
doing is
enough?



Are there any quick wins?



Don't try
and be too
inclusive on
this



The screenshot shows the Microsoft Word 365 interface. The 'File' tab is selected in the ribbon, and the 'Word Options' dialog box is open. Within 'Word Options', the 'Proofing' section is active. The 'Grammar Settings' sub-dialog is also open, showing various options for grammar and refinements. Orange arrows highlight the 'File' tab, the 'Proofing' section, the 'Grammar Settings' dialog, and the 'Settings...' button in the 'Grammar and Refinements' section of the 'Word Options' dialog.

Office 365
File →
Options →
Proofing →
Grammar and
Refinements →
Inclusiveness



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Further resources to explore

- The [video](#) of Systemic Racism Explained
- A great [article](#) about White Privilege and the [video](#) about White Privilege
- An [overview](#) of what Microaggressions are
- The [Twitter thread](#) about the Microsoft Inclusivity settings
- An [article](#) on why empathy is a needed leadership
- Some [ways](#) to help you build your empathy
- The [overview](#) of covering up
- An [article](#) explaining the concept of cognitive diversity
- Some high level leadership [strategies](#) to be more inclusive



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www.doingdiversitydifferently.com

chico@doingdiversitydifferently.com