

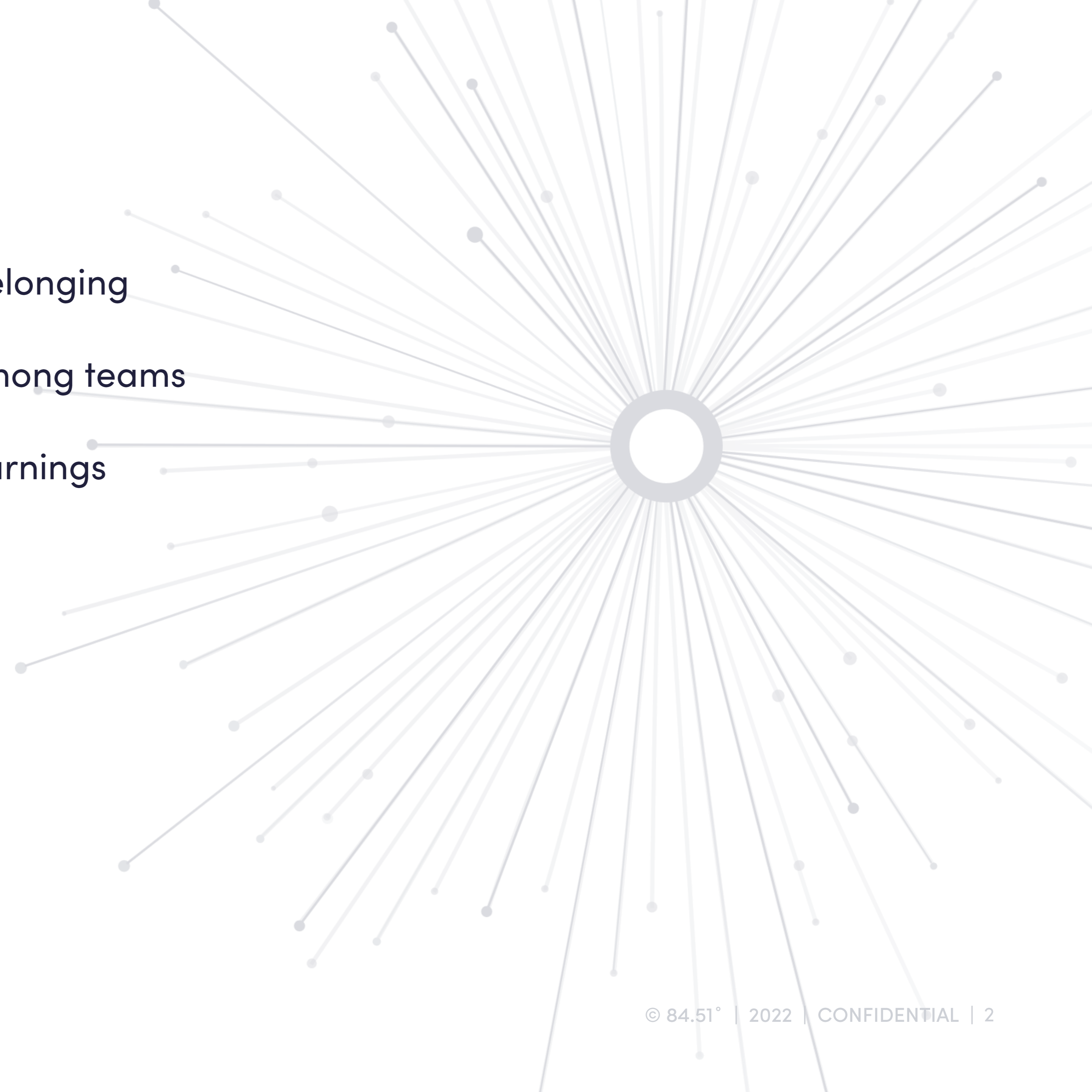


DE&I Disruptors: Key Takeaways for Disrupting Bias and Affecting Real Change

July 25, 2022

Agenda

1. How disrupting bias drives inclusion and belonging
2. How to build empathy and engagement among teams
3. Unique and creative ways to implement learnings
4. Q&A



Disrupting bias drives inclusion and belonging

“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes, and that the team is safe for interpersonal risk-taking.”

–Amy Edmondson

Psychological safety and trust fosters belonging

- Inclusion is to have a seat at the table
- Belonging is to have a seat at the table and a voice that is heard and respected
- Belonging is a sense of security and support when there is sense of acceptance, inclusion and identity
- You are likely to bring your authentic self to work when there is a sense of belonging



The formula for driving belonging

Diversity + Equity + Inclusion = Belonging

To disrupt bias to create a workplace where everyone feels like they belong, you need the following:

1. **Curiosity** – Proactively seek to understand different point of views and experiences
2. **Trust** – You feel safe to share your ideas, identity, and experiences without judgment
3. **Empathy** – Connecting with someone by having an open mind and actively listening to see the world more objectively
4. **Significant Relationships** – Committed to learning and respecting others for who they are



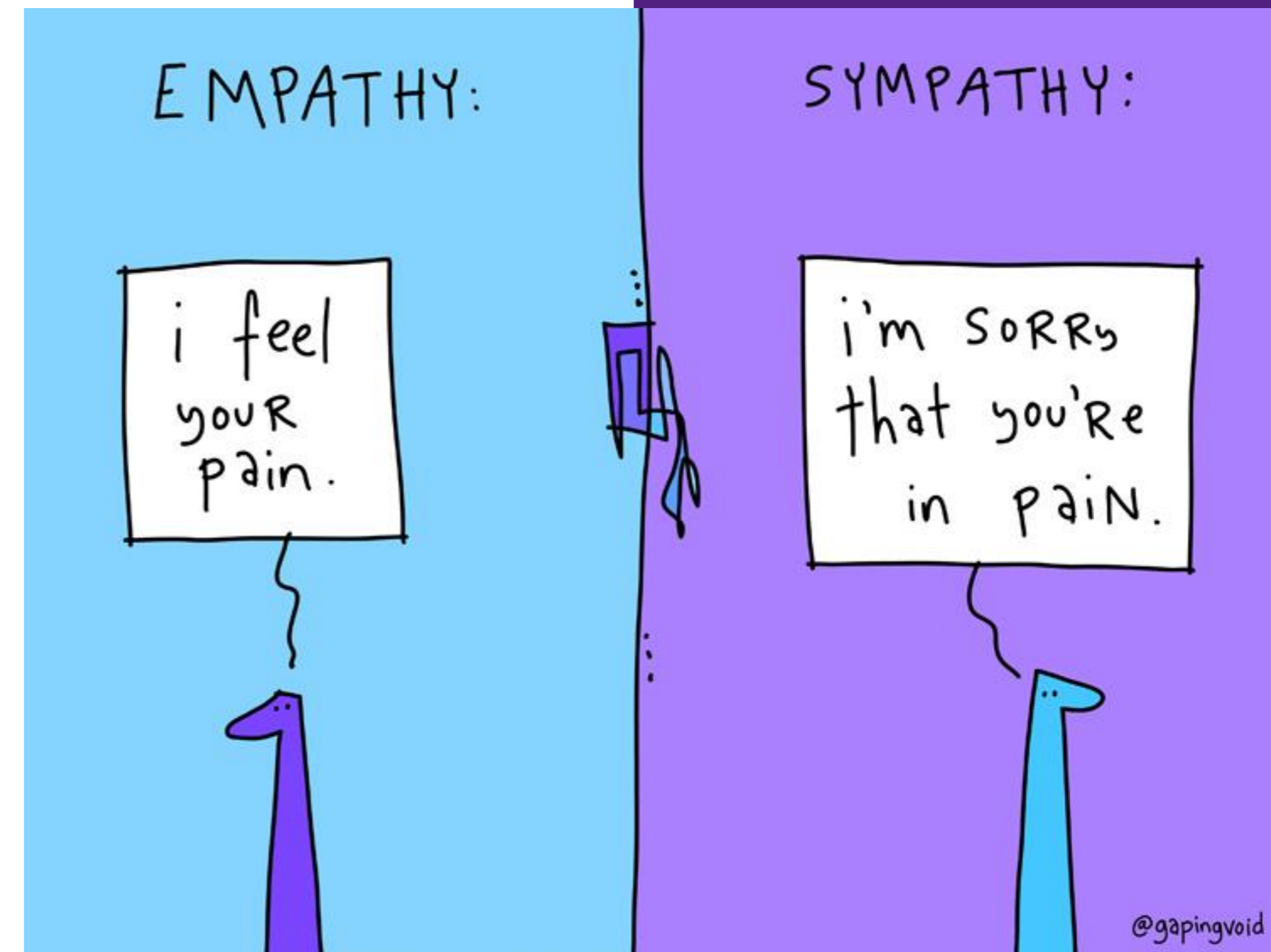
“Empathy fuels connection;
sympathy drive disconnection.”

– Brene Brown

Empathy drives engagement

Brene Brown's 4 attributes of empathy:

- **Perspective taking** - Being willing and able to see the world through the eyes of others.
- **Staying out of judgment** - Being open to what someone is feeling and refraining from comments that invalidate their experience.
- **Recognize emotions** - Looking within yourself and remembering what it is like to have feelings.
- **Communication** - Trying to communicate that you understand how they may be feeling.





Creative ways to implement DE&I learnings

Q&A