

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





"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:

- 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

Diversity

Diversity represents the many traits that differentiate individuals and groups from each other. Some of these characteristics include: Age, Ethnicity, Gender and Gender Identity, Language, National Origin, Physical Ability, Race, Religion, Sexual Orientation, and Veteran Status.

Inclusion

Inclusion refers to the acts of valuing, respecting, and supporting diverse individuals and perspectives, and enabling their full participation in a community. Inclusion requires us to constantly assess who is left out and who is not represented.

Equity

Equity and equality are two terms that are often used interchangeably but don't mean the same thing. Equity refers to understanding the diverse attributes and needs of individuals and providing access to the necessary resources for success. This differs from Equality, which would give all individuals the same access without consideration of their diverse needs.

Belonging

Belonging is the emotional feeling that an individual or group feels when their identity, diverse characteristics, and unique needs are seen and accepted by a community or organization. When individuals or groups experience belonging in any space, like a workplace, they feel empowered to be authentically themselves.



"Empathy fuels connection; sympathy drive disconnection."

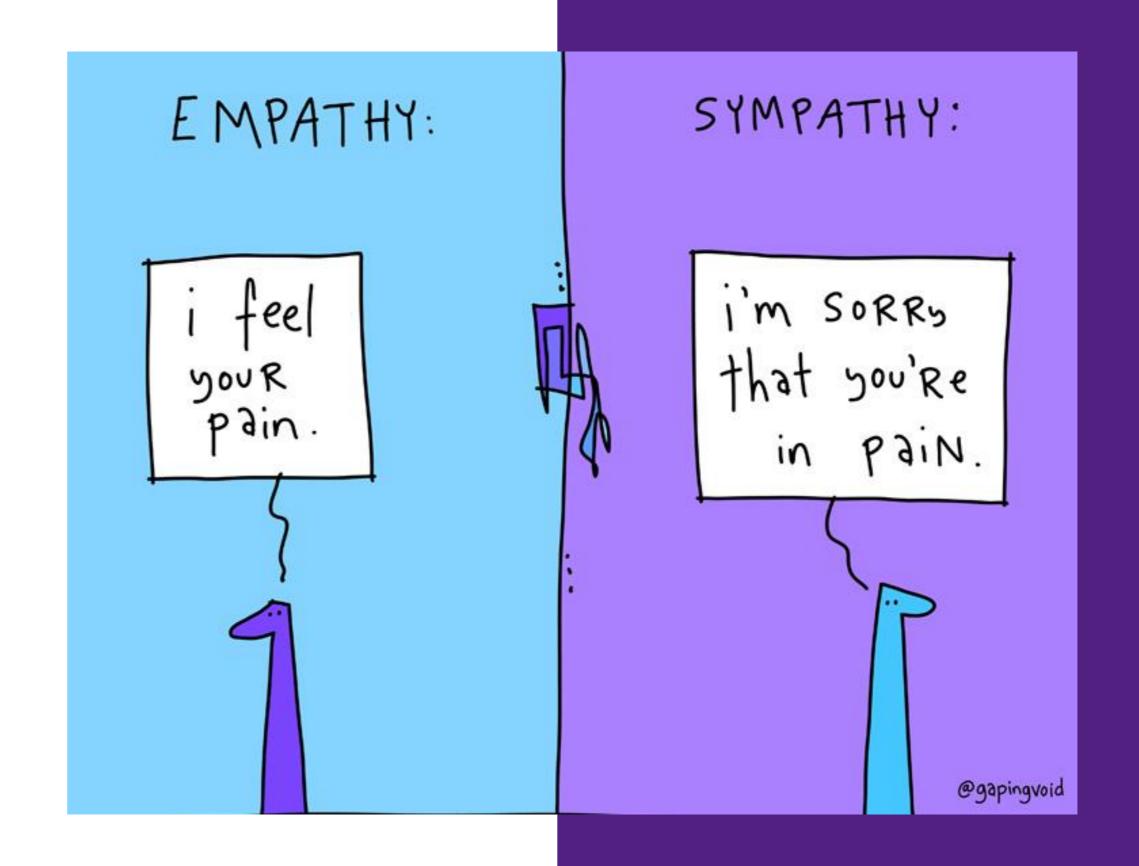
- Brene Brown



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.





Q&A