

Inclusive Leadership

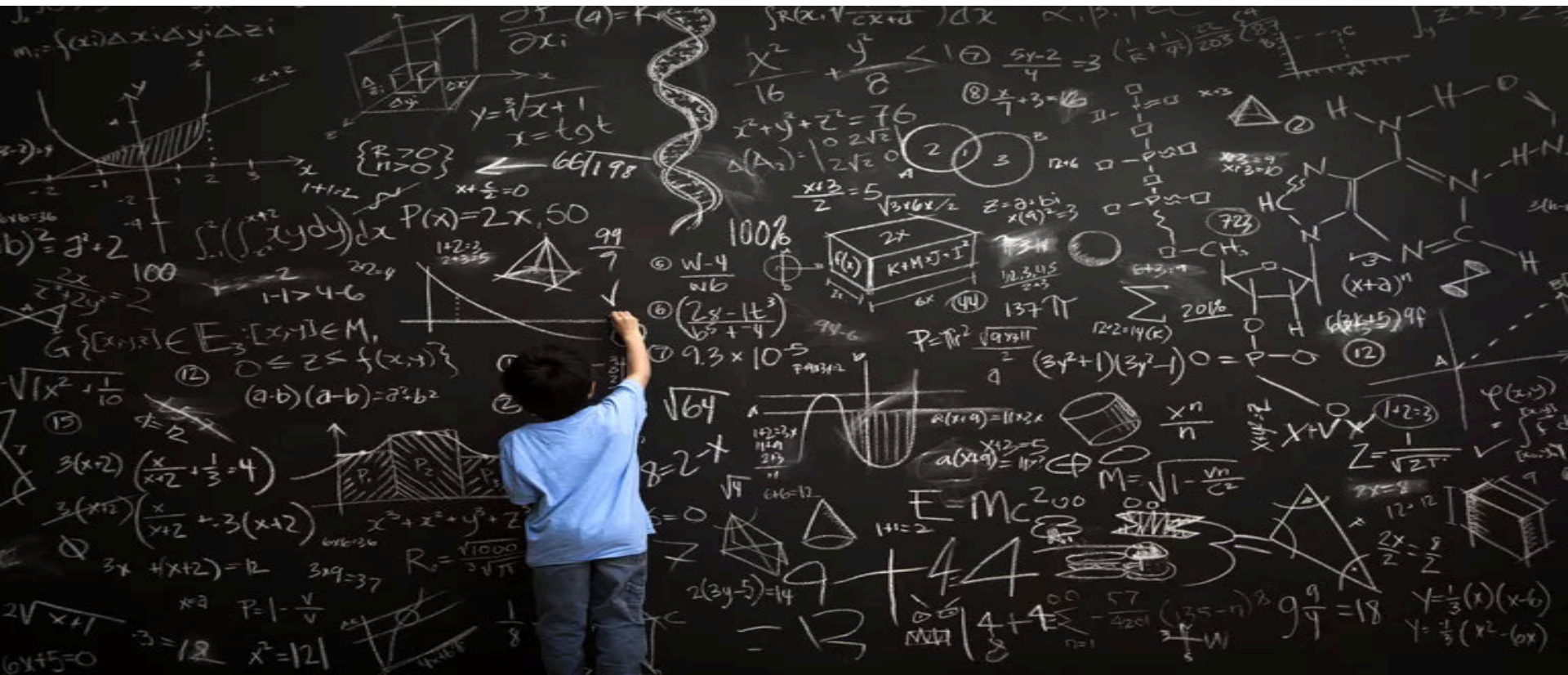


Dr. Steven Jones

CEO



Inclusive Leadership that furthers *Diversity, Equity, & Inclusion* requires a skill set we can learn... similar to MATH!



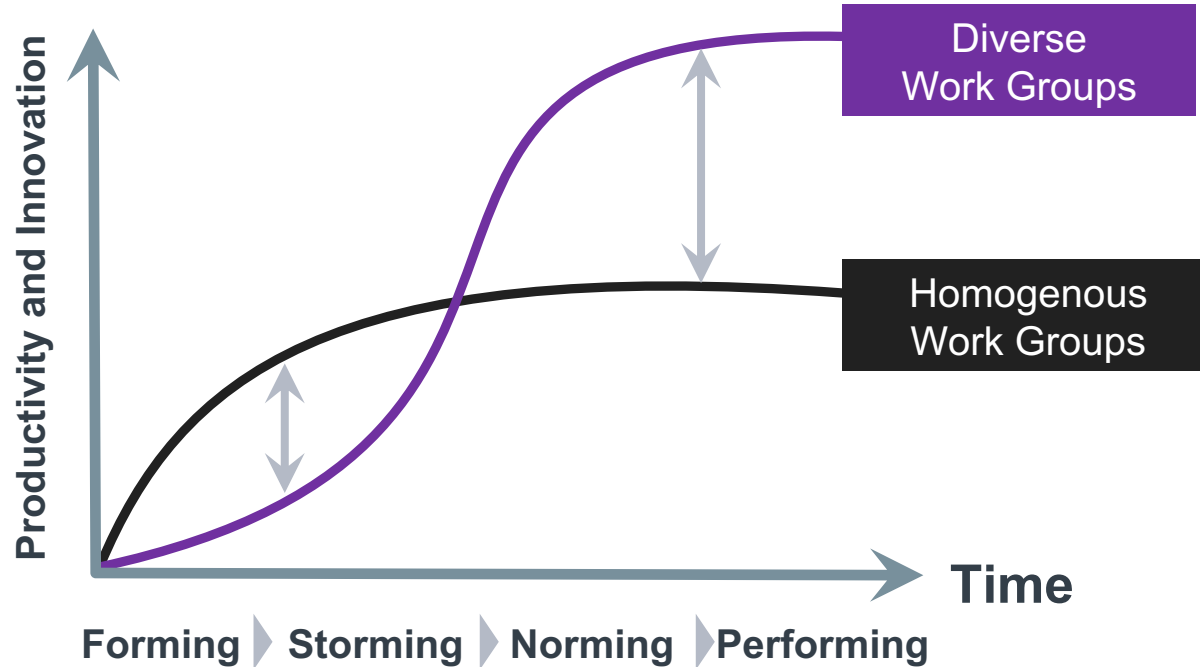
Inclusive Leaders learn to See in 3D...



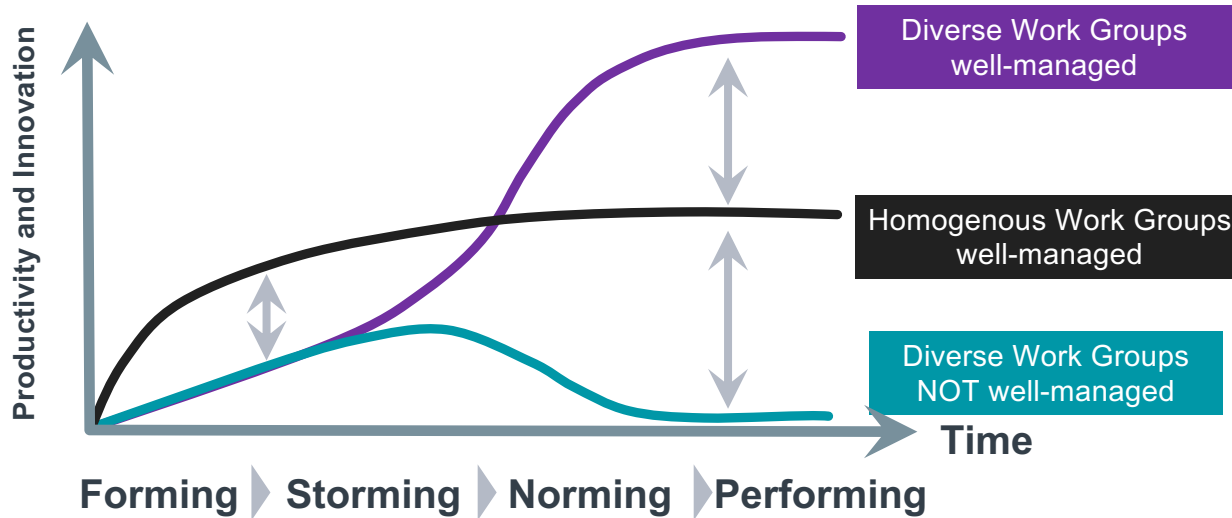




Diversity and Inclusion Drive Innovation



Diversity and Inclusion Innovation



Source: QED

Inclusive leadership is defined as a leadership style that embraces, encourages and taps into the creativity and ideas that come about in diverse groups.

(Shapiro, Wells, & Sanders, 2011)

Can you spot the bias?



Can you spot the bias?


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Shopping

Tesco > Self Tan > Dove

1 BESTSELLER



Dove Summer Glow Body Lotion
Normal to Dark Skin (250ml)

★★★★★ [Write the first review](#)

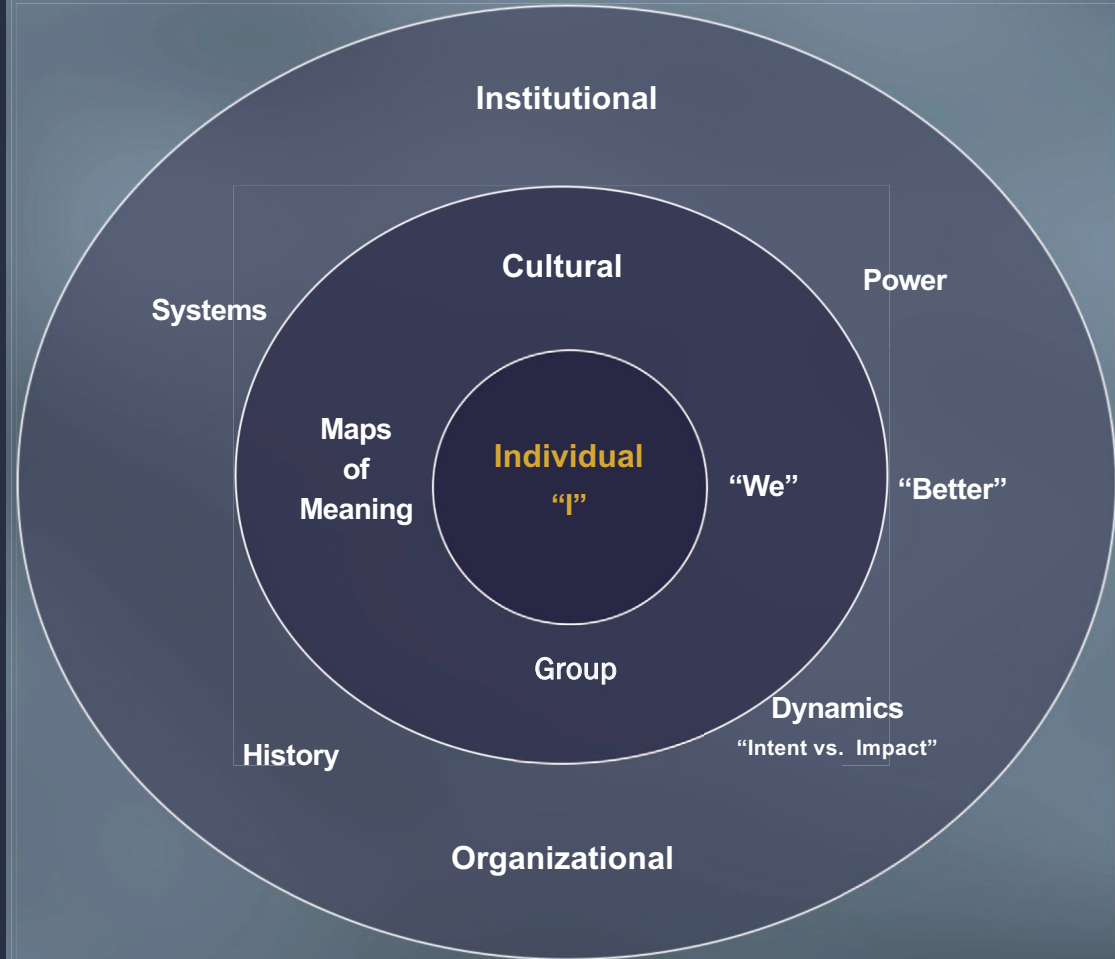
£4.99
(£2.00/100ml)

ADD to basket **Add to list**

Description
The unique combination of active Dove moisturisers and a hint of self tanning agents will gradually build a light tan and leave your skin silky smooth.
For great results after about 5 days, [more](#)

PRICE COMPARISON REVIEWS

Levels of Understanding Diversity



Social Identity Group	One-Up	One-Down
1. Gender	Men	
2. Age	Baby Boomers	
3. Class	Upper Class	
4. Religion	Christian	
5. Education	Degree	
6. Race	White	
7. Ethnicity	European American	
8. Sexual Orientation	Heterosexual	
9. Mental Functioning	Fully Mentally Able	
10. Marital Status	Married	
11. Language	English	
12. Nationality	US Citizen	
13. Physical Functioning/ Appearance	Temporarily Abled Bodied/ Attractive	
Ratio		

ONE-UP



See individual acts

Blind to “group-ness”

Privilege/advantage is invisible

Create the system from their own beliefs,
viewpoints, values, etc.

Give stay-in-line messages to members
of both groups in order to maintain status
quo

Focus is on: intent, “don’t be a victim,”
how far we’ve come

ONE-DOWN



See patterns of behavior

Well aware of “group-ness”

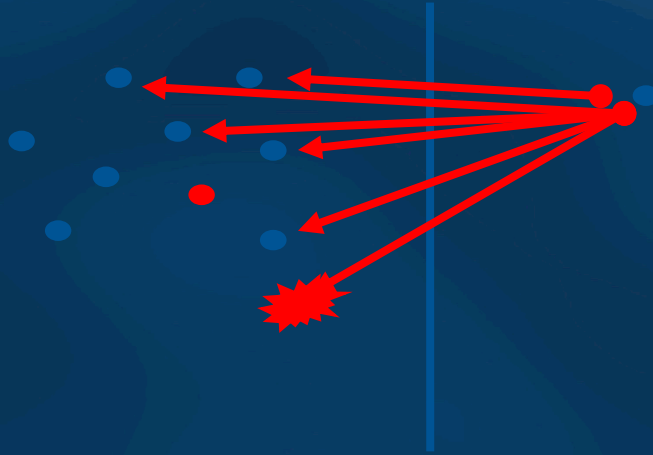
Disadvantage is well known

Use one-up group’s standards to judge
themselves

Often need to collude to survive, not
stand out

Focus is on: effect/outcome, the
“system,” how far we have to go

Predictable Patterns of Behavior



ONE-UP



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HIRING SUCCESS

