









Welcome
Members of the D&I and HR Leaders Group,
and Guests

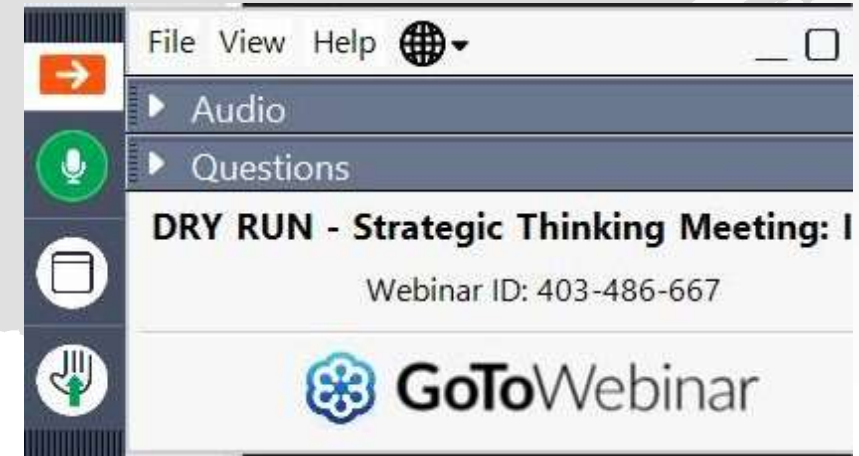
FIRST STRATEGIC THINKING MEETING
2020

April 23, 2020
9:00 am to 11:00 am

How to participate in today's webinar

- Please mute your cell/house phones
- All of you are muted until we unmute you
- Manage your participation using the **Control Panel**  to:

- **Check your audio** using the  (drop down arrow)
- **Submit Questions** during webinar using the  (drop down arrow) —Practice: Enter one word that describes your mind  today!
- **Use the microphone icon**  to mute/unmute yourself during the meeting
- **Raise your hand icon**  to respond to a question
- Respond to Poll Questions



NOTE: We will share the PPT and recorded webinar



INCLUSIVE LEADERSHIP: BEFORE AND AFTER COVID-19

Eddie Pate, Ph.D.
Pate Speaking and Consulting, LLC.



I'm Eddie!

- Current Job Title: Speaker and Consultant
- How long doing I&D: 20 years
- Hobbies: Working out, Photography, traveling
- Where do you most want to travel, but you have never been? Africa, New Zealand, and Sardinia!
- Name one interesting fact about yourself: I'm in my University's Athletic Hall of Fame for Football
- My most important identity: Parent (family is everything)
- What frustrates me or ticks me off? Inequity, lack of awareness, and people who drive SLOW in the fast lane
- My mentor(s): Sean Kelley, Dave Bozeman, and Charles Stevens



Today's Agenda

- Welcome and Introductions
- Audience participation: desired outcomes
- Danger of a single story: audience discussion
- The model: thinking like an inclusive leader
- Inclusive leaders and innovation
- Audience discussion (questions)
- Final thoughts

**What do you
hope to get out of
our time
together?**

Get Primed Discussion

1. What was her message & what struck you about her message?
2. Why is this message relevant to Inclusive leadership?
3. How would you use this message to make you a better Inclusive leader?

Pre-work: “The Danger of a Single Story”



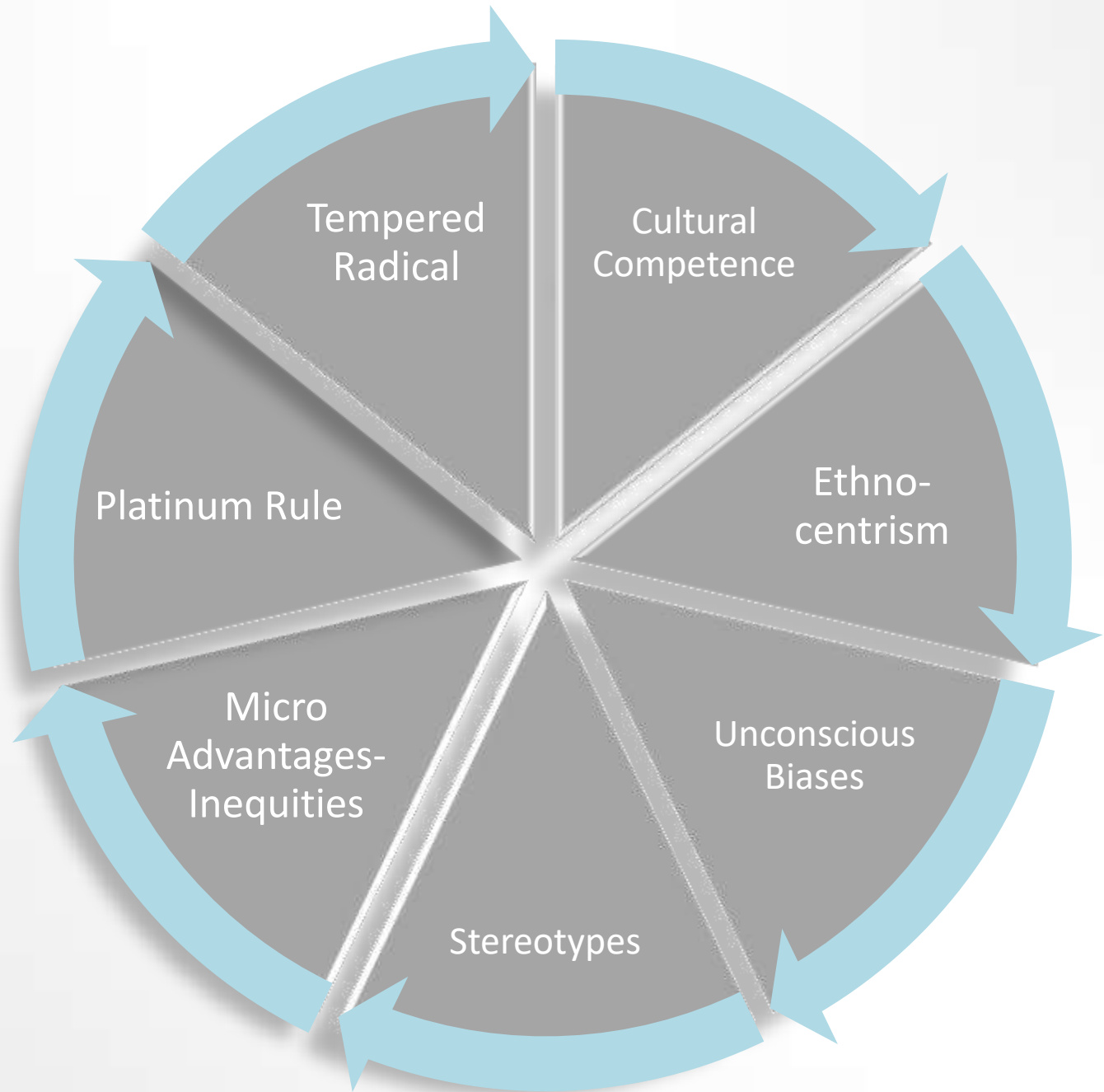
INCLUSION: THE KEY TO SUCCESS

“Diversity is what comes through your doors. Inclusion is what you do with it.”

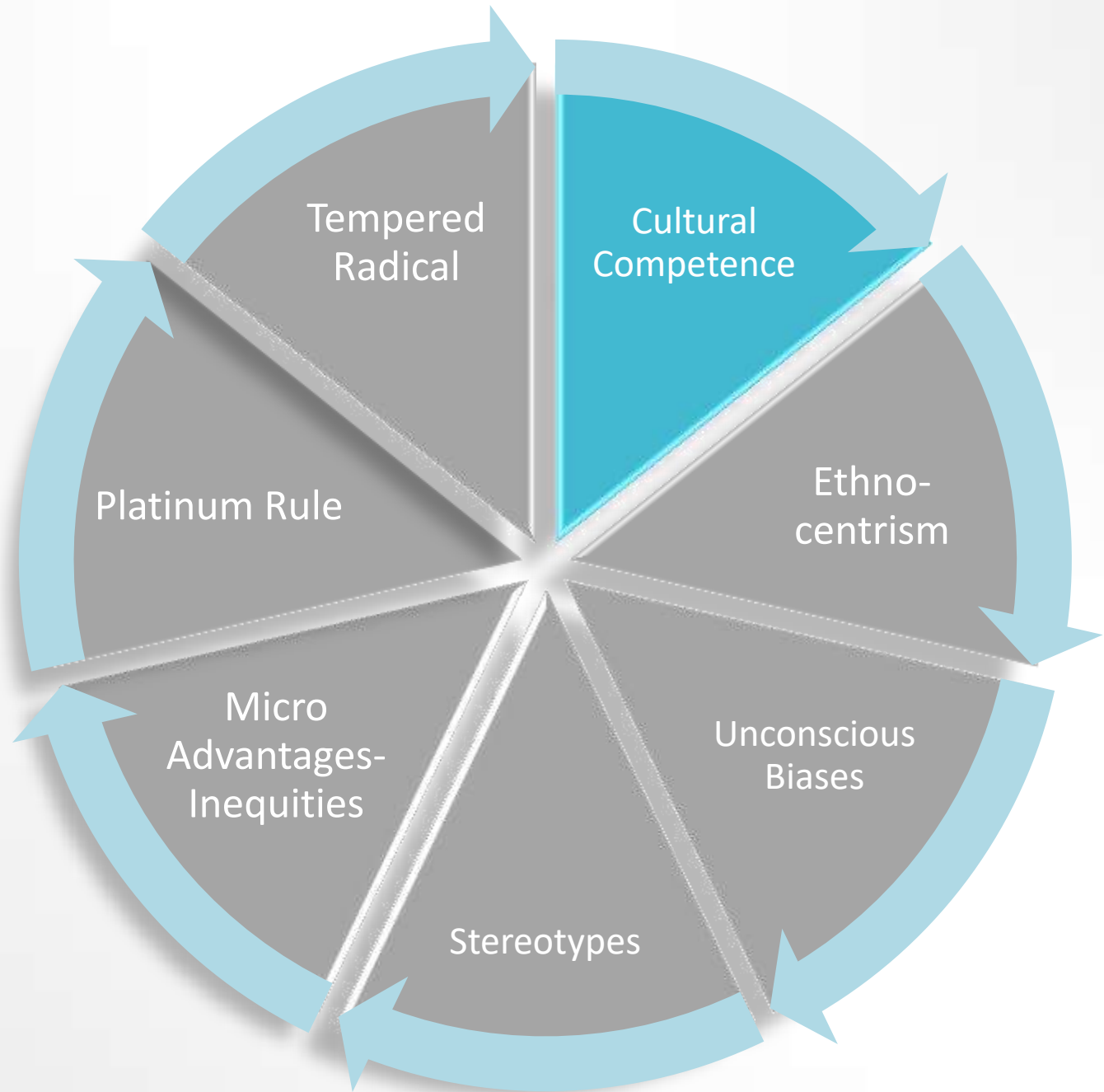
THE QUESTION WE WILL SEEK TO ANSWER:

***WHAT DOES IT TAKE TO BE AN INCLUSIVE
LEADER?***

Thinking like an Inclusive Leader



Thinking like an Inclusive Leader



Thinking through Cultural Competence

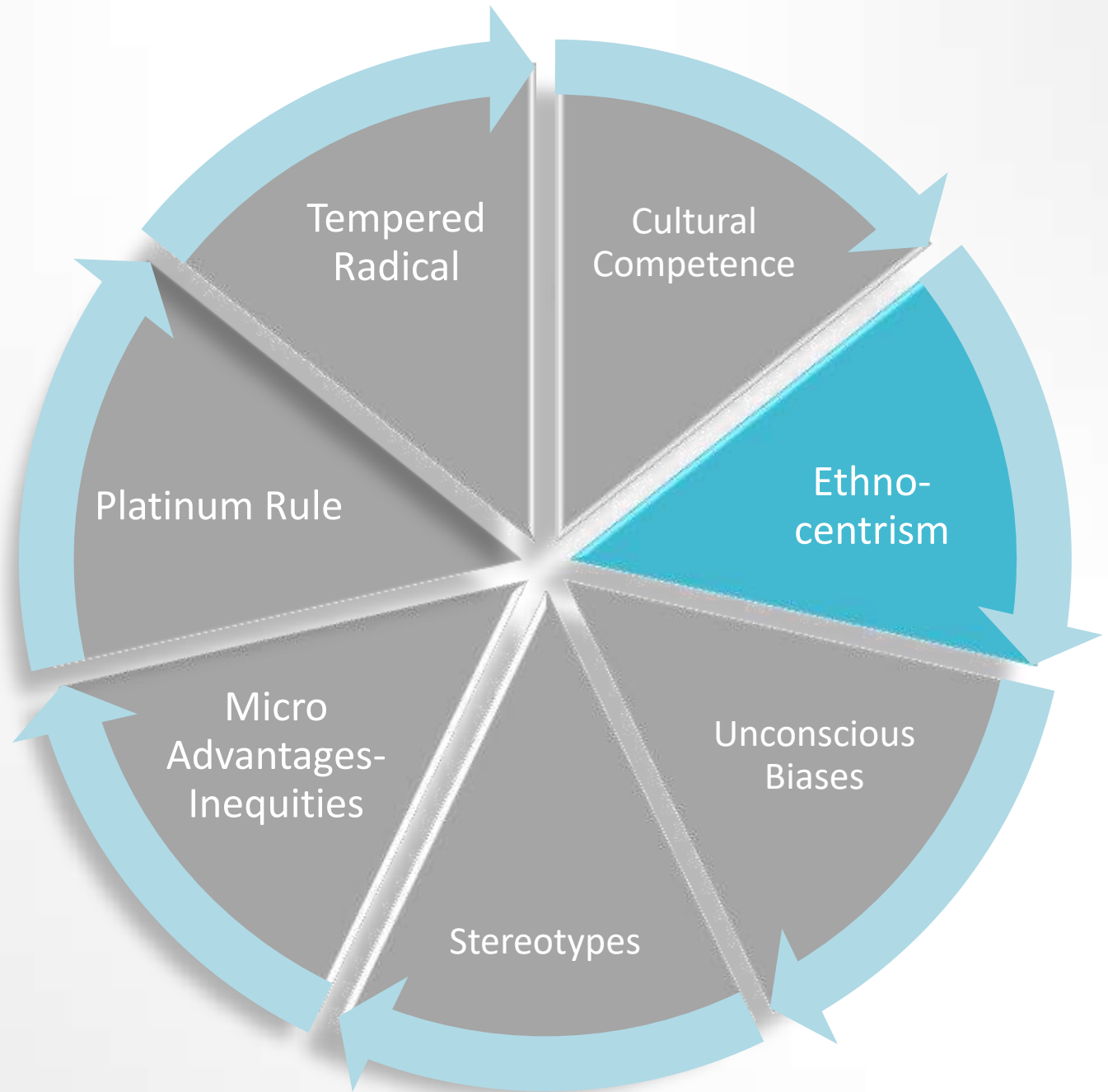
- **What is Cultural Competence?**
- **What does it take to be Culturally Competent?**
- **Why is this important to you as an Inclusive LEADER?**

A recommended tool:

GLOBESMART®



Thinking like an Inclusive Leader

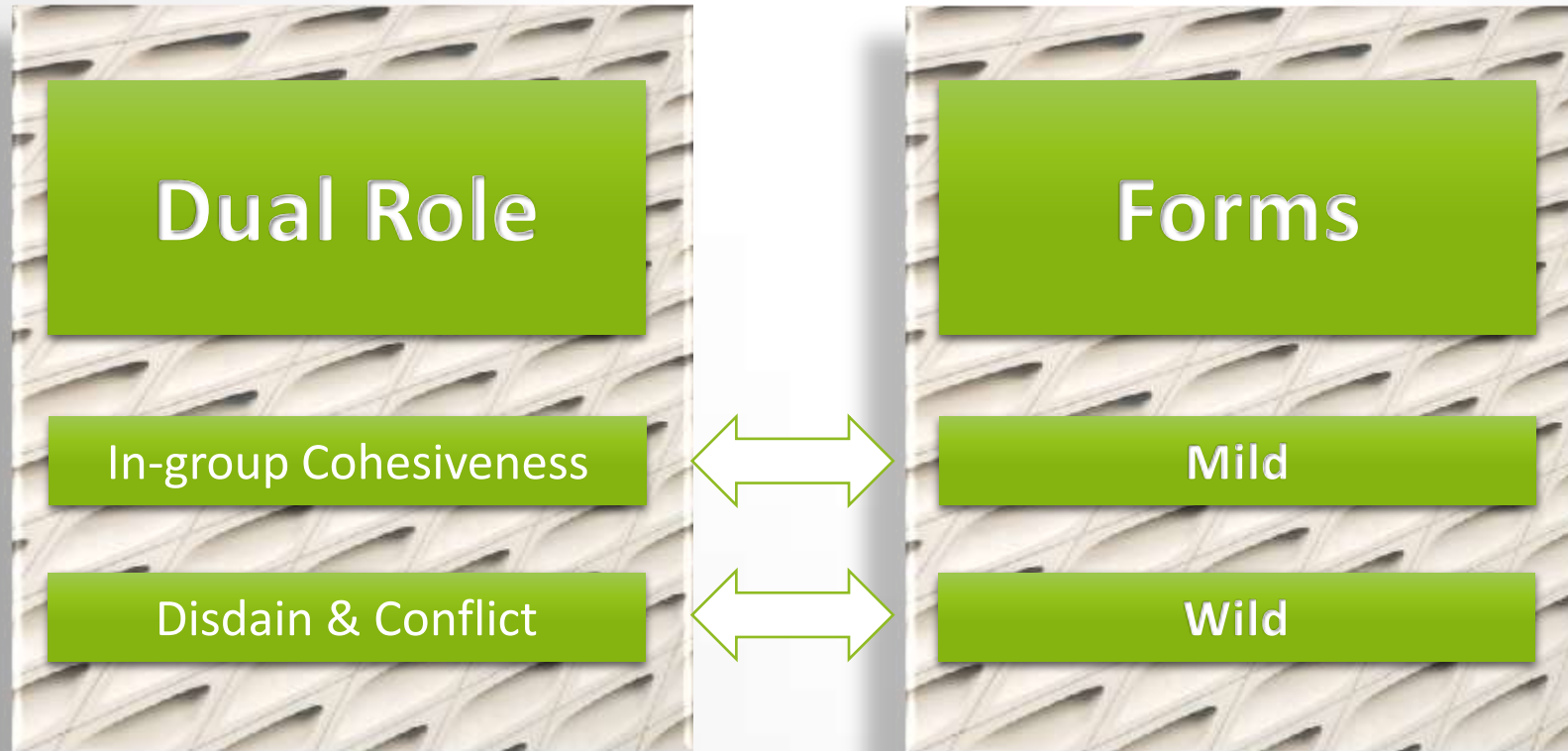


Thinking Through Ethnocentrism

- What is Ethnocentrism?

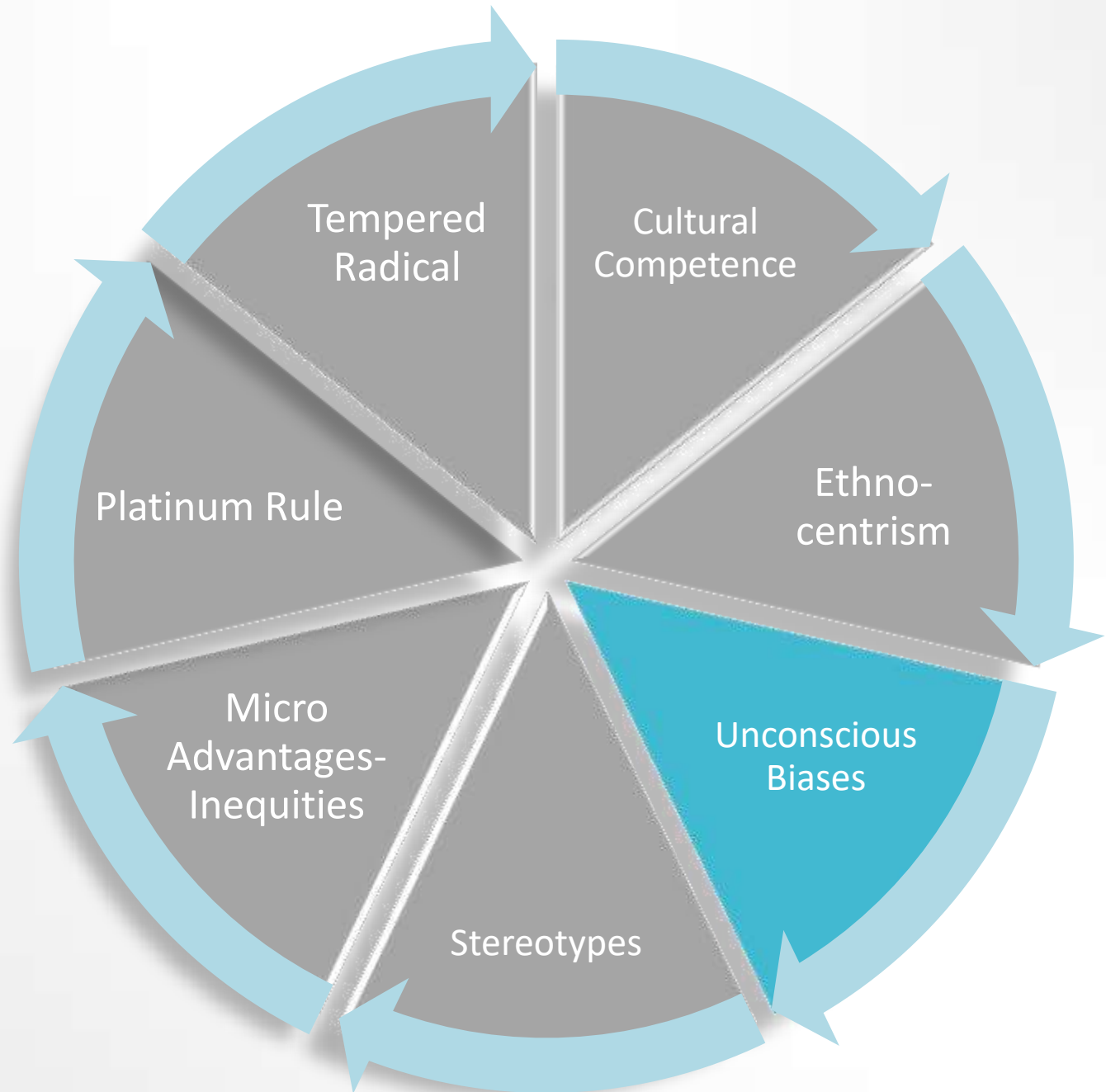
A tendency to judge other groups by the standards and values of one's own

ETHNOCENTRISM 101



- Why is this concept important to you as a **LEADER**?
- What actions do you need to take to be more aware or lessen your ethnocentrism?

Thinking like an Inclusive Leader



Thinking Through Unconscious Biases

- What is Unconscious Bias?
- Why is this concept important to you as an Inclusive LEADER?
- What actions do you need to take to be more aware of your unconscious bias?

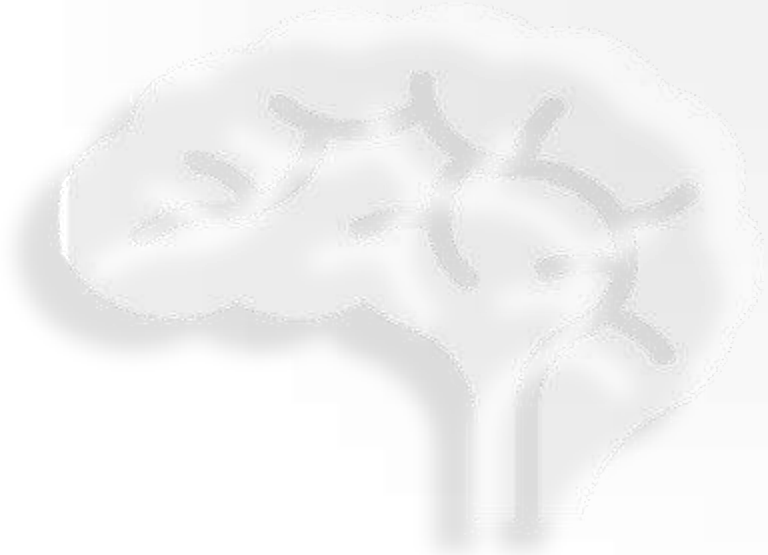
UNCONSCIOUS BIAS: THE PROCESSES IN THE MIND THAT OCCUR AUTOMATICALLY AND ARE NOT AVAILABLE TO INTROSPECTION, AND INCLUDE THOUGHT PROCESSES, MEMORY, AFFECT, AND MOTIVATION



Fundamentally Changed how we do our work. No longer about bad or good people. We all have biases! This eliminates us vs them and the stress over being labeled bad!

Important to Know:

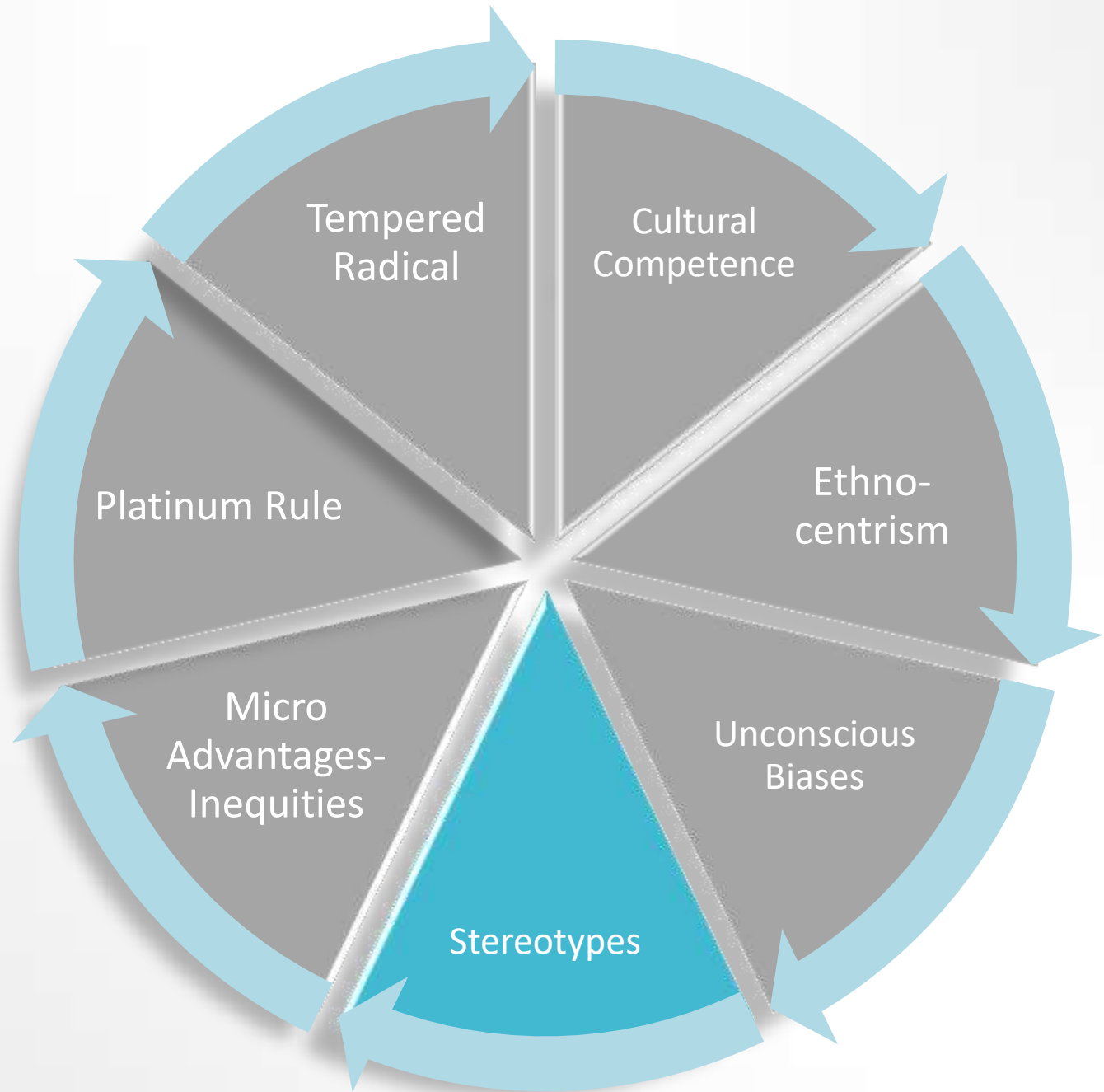
- ✓ Bias is not inherently bad or good.
- ✓ Bias is a fundamental function of the human mind.
- ✓ Rely on past experiences – when faced with similar situation or people, we automatically make an association that may be positive or negative



Examples of Biases:

Affinity	Recency
Attention Bias	Halo/Horn
Beauty	Confirmation
Association	Anchoring

Thinking like an Inclusive Leader



Silent Beats



REDRAW THE BALANCE....GENDER STEREOTYPES INGRAINED EARLY



<https://www.youtube.com/watch?v=qv8VZVP5csA>

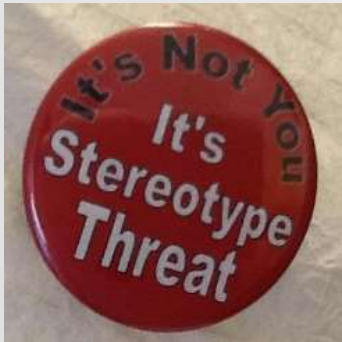
Thinking Through Stereotypes

- What are Stereotypes?
- Are Stereotypes always bad?
- Why is this important to you as an Inclusive LEADER?

STEREOTYPES 101:

Stereotypes are positive or negative exaggerated belief, image, or distorted truth about a person or group.

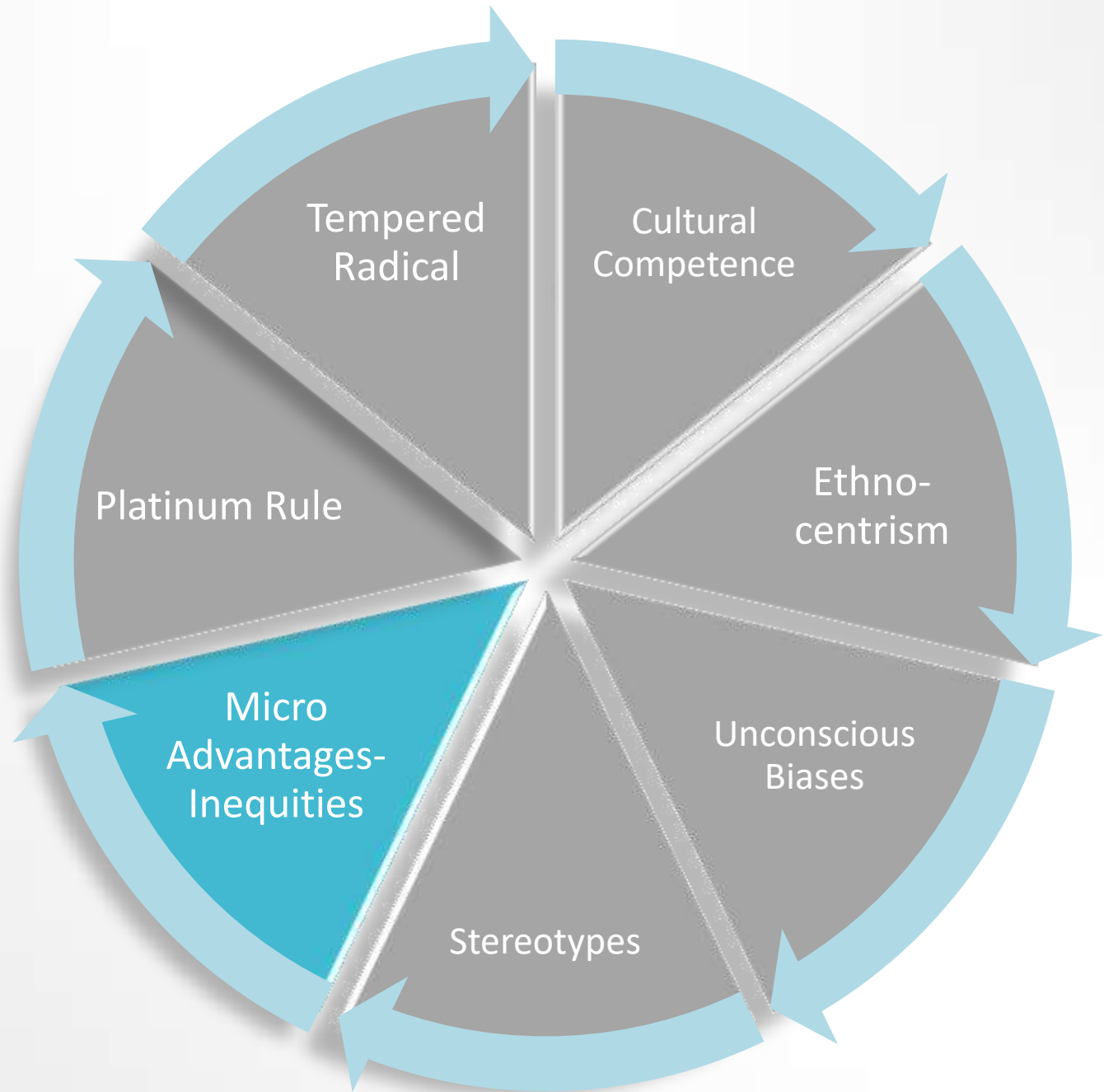
- Stereotypes can help make sense of the world.
- Categorize information—simplifies and systematizes info so it is easier to be identified, recalled, predicted, and reacted to.
- Serves to designate *In-group vs. out-group*



- Stereotype threat/vulnerability
- Self-fulfilling prophecy



Thinking like an Inclusive Leader



McKinsey & Company addressing unconscious bias and role reversal



Thinking through Micro-advantages and Micro-inequities

- **What is Micro-advantages and Micro-inequities?**
- **Why is this concept important to you as an Inclusive LEADER?**
- **What actions do you need to take to be more aware of your use of micro-advantages or inequities?**

MICRO-A & I:

Micro-advantages are subtle advantages given to people we are naturally drawn to. Micro-inequities are subtle messages that tend to marginalize and/or exclude people.

“Death by a thousand paper cuts”

- Small, usually unconscious or unintentional gestures or messages
- Non-verbal
 - ✓ Facial expressions
 - ✓ Eye contact
 - ✓ Tone of voice
 - ✓ Body language
- Verbal
 - Continuously mispronouncing a name
 - Interrupting, dismissing ideas before they are fully heard
- Making assumptions based on a dimension of diversity (motivations, accent, etc.)



We communicate:

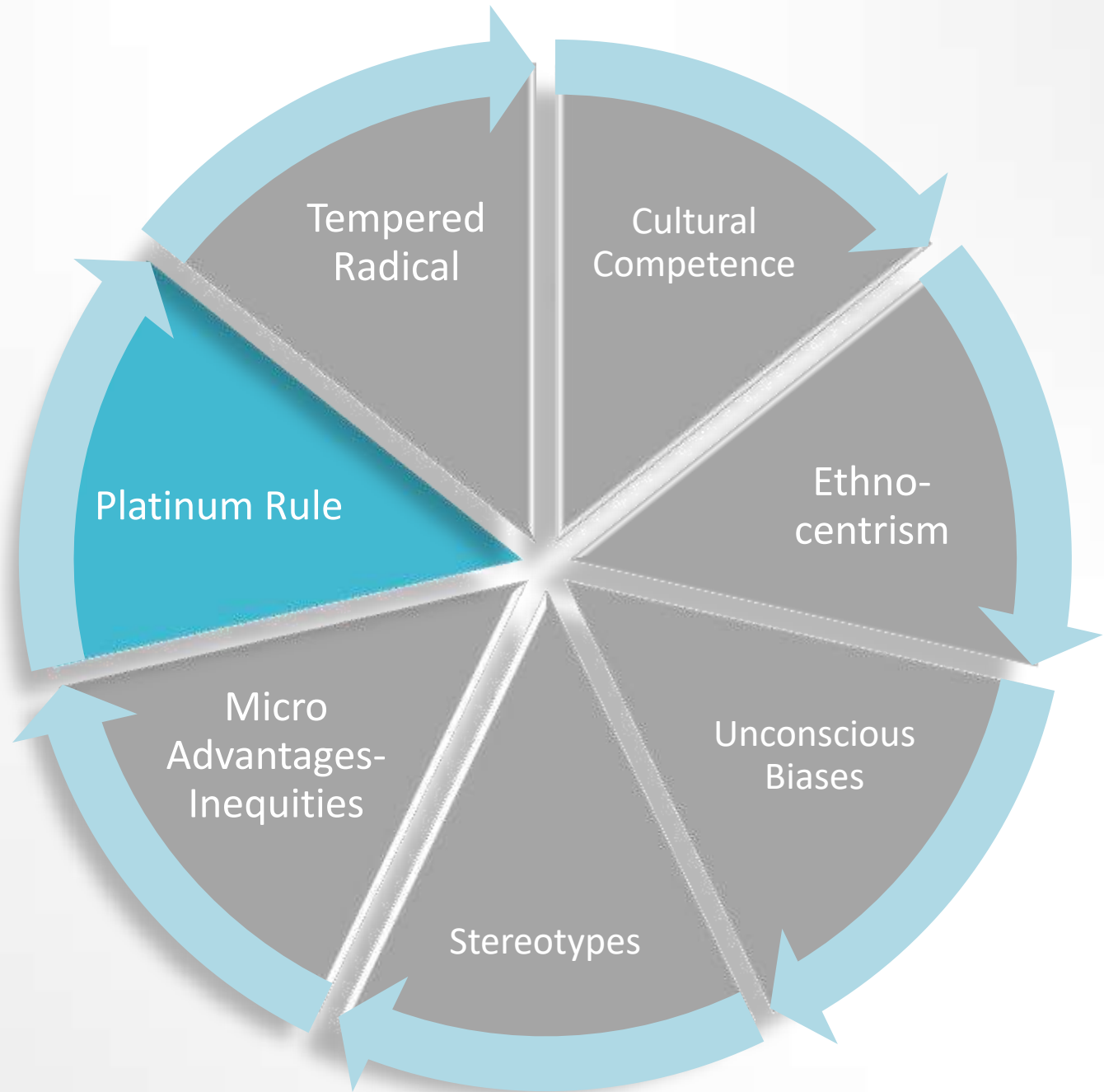
- 7% through words
- 38% through tone, volume, inflection
- 55% through body language and facial expressions

(Albert Mehrabian, Professor Emeritus of Psychology, UCLA)

Impacts:

- Feeling marginalized and demotivated
- Erodes confidence & trust
- Reduces participation leading to impaired performance
- Not engaged, doesn't care

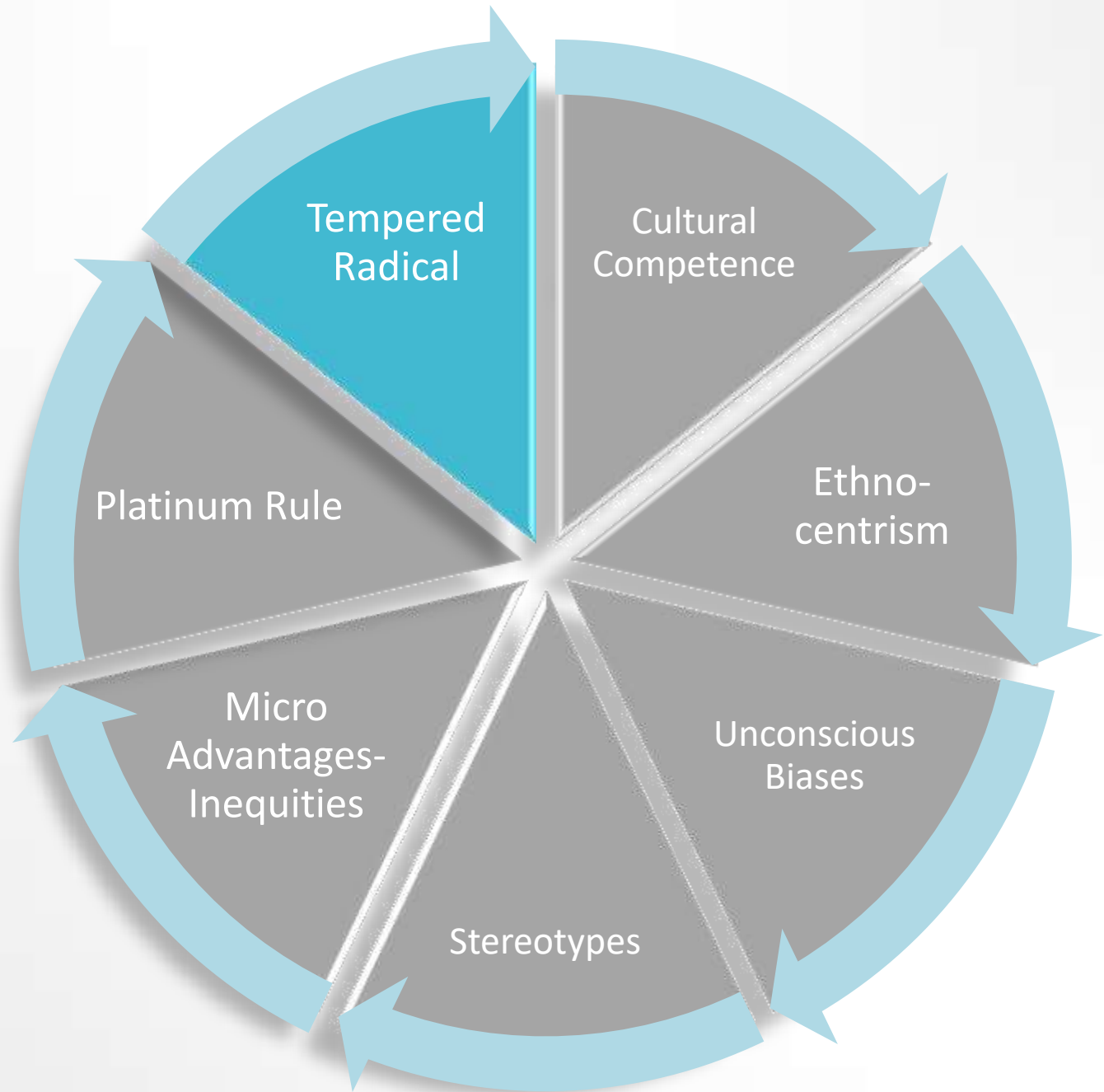
Thinking like an Inclusive Leader



Leverage the Platinum Rule

**Treat people the way “they” want to be treated...
NOT the way you want to be treated!**

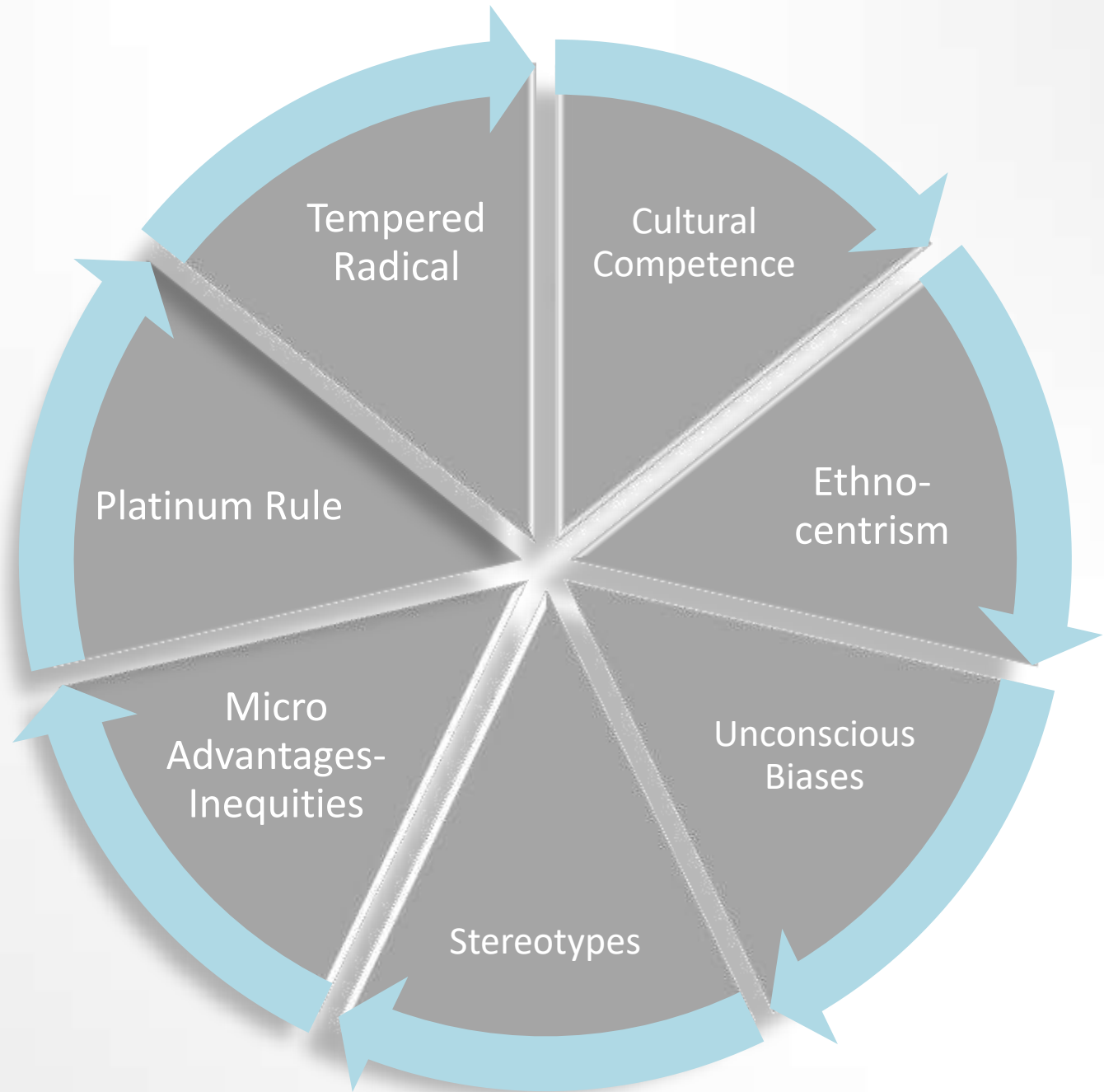
Thinking like an Inclusive Leader



What is a tempered radical?



Thinking like an Inclusive Leader



Why does any of this matter? How does creating a workplace with Inclusive Leaders lead to innovation?

- Leverage ALL perspectives
- Encourage innovative thinking at all levels
- Increased diversity which leads to innovation (biz case)
- Leads to access of processes, structures which in turn leads to innovation
- Leads to pebbles dropping across an organization
- Leads to the kind of discomfort that is GREAT for an organization

Discussion

- Thoughts on this model of Inclusive Leadership
- Has the responsibility of an Inclusive Leader changed as a result of this Covid-19 pandemic?
- What has changed in regard to race relations for African Americans as a result of Covid-19 in the US? What has it emphasized in regards to being Black in America?
- Has Covid-19 challenged the Model Minority Myth?
- What has a Covid-19 world shown in regard to farming in the US?
- What does any of this have to do with the ultimate responsibilities of an Inclusive Leader? What are those responsibilities?

The background of the image is a vibrant, abstract pattern of diagonal streaks in various colors, including red, orange, yellow, green, blue, and purple, creating a rainbow-like effect.

Final thoughts?

Stay Safe, Stay healthy

References – p. 1

Videos:

Silent Beats: <https://www.youtube.com/watch?v=76BboyrEl48>

Role reversal video: <https://www.youtube.com/watch?v=JFW2cfzevio>

Redraw the balance: <https://www.youtube.com/watch?v=qv8VZVP5csA>

The Danger of a Single Story: https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story#t-9299

Books:

Tempered Radical: How People Use Difference to Inspire Change at Work, by Debra E. Meyerson. Harvard Business School Press, 2001

Rocking the Boat: How to Effect Change Without Making Trouble, by Debra E. Meyerson, Harvard Business School Press, 2008

Online Resource:

GlobeSmart: <https://www.globesmart.com/>

Additional References – p. 2

Other webinars:

Path to Inclusion (The 4 Stages of Psychological Safety) Webinar with Timothy Clark, Author

<https://bit.ly/3az95lu>

Other resources for The 4 Stages of Psychological Safety:

- Behavioral Guide : A Practical, How-to Guide to Help You Increase Your Team's Psychological Safety
<https://bit.ly/2S7FRdd>
- The 4 Stages of Psychological Safety Team Survey
<https://bit.ly/2Y4BkvS>

Related Book:

The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation, by Timothy R. Clark. San Francisco: Berrett-Koehler Publishers, 2020.

Additional References – p. 3

Articles:

“The Navajo Nation outbreak reveals an ugly truth behind American’s coronavirus experience,” by Jeva Lange. *The Week*, April 21, 2020.
<https://theweek.com/articles/909787/navajo-nation-outbreak-reveals-ugly-truth-behind-americas-coronavirus-experience>

“Latinos disproportionately dying, losing jobs due to the coronavirus: ‘Something has to change,’” by Marco della Cava, *Yahoo News* (originally published by *USA Today*), April 19, 2020
<https://news.yahoo.com/latinos-disproportionately-dying-losing-jobs-130138686.html>

“The virus was here, but the parties went on. Now comes the pain,” by Griff Whitte and Chelsea Janes. *The Washington Post*, April 9, 2020.
<https://wapo.st/2KJUrr>

“Early Data Shows African Americans have contracted and died of Coronavirus at an alarming rate,” by Akilah Johnson and Talia Buford. ProPublica, April 3, 2020.
<https://www.propublica.org/article/early-data-shows-african-americans-have-contracted-and-died-of-coronavirus-at-an-alarming-rate>

“Red and Blue America Aren’t Experiencing the Same Pandemic,” by Robert Brownstein. *The Atlantic*, March 20, 2020.
<https://www.theatlantic.com/politics/archive/2020/03/how-republicans-and-democrats-think-about-coronavirus/608395/> .

Contact Information

Eddie Pate, Ph.D.

LinkedIn: <https://www.linkedin.com/feed/>

Email: eddiepate21@gmail.com

Cell: 206.948.0900



How to access today's Ppt. slides and the recording of the webinar:

- Go to www.i4sdi.org
- Hover over the Sponsors tab at the top, click on dropdown menu, D&I and HR Leaders
- Enter the password: [Imagine2020](#)
- Click on the Resources to Share button
- There you will find these resources
- While you're in there, check out the "Let's Talk" forum!

Next NW Diversity Learning Series Session —VIRTUAL:

- **Wed, May 13, 2020, 9:00 am to 11:00 am**
- Topic: Marginalizing Immigrants Is an Old Story: It's Time to Write a New Chapter
- Presenters: **John Lopez**, Ph.D., author of, *An Immigrant in the C-Suite: From the Journey, Lessons for the Business Community*, and **Carlos Gil**, Ph.D., author of, *We Became Mexican American: How Our Immigrant Family Survived to Pursue the American Dream*
- Sponsors & Subscribers get to **double** their seats!
- Everyone has to register for the webinar: link will be sent.

VIRTUAL Afternoon Session – MAY 13, D&I and HR Leaders Group

- **AFTER the Morning Session Webinar**
- **1:00 pm to 2:00 pm (or longer if you wish)**
- Bring your lunch, a glass of wine, cup of tea, and hang out with our presenters: **John Lopez** and **Carlos Gil**
- Our usual “muse” session
- Ask questions of the presenters, dialogue with your peers, more in-depth discussion of John’s model (Corporate Integration for Immigrant Leaders (CIIL))
- We’ll use GoToMeeting—a little simpler platform
- We’ll send you an email invitation and a link



INCLUSIVE LEADERSHIP: BEFORE AND AFTER COVID-19

Eddie Pate, Ph.D.
Pate Speaking and Consulting, LLC.