



# LEADING WITH EQUITY & INCLUSION

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# LEADING WITH EQUITY & INCLUSION

## SESSION DISCUSSION POINTS

- Learn effective and practical strategies to lead with equity and foster an inclusive work environment
- Understand the six traits of inclusive leadership to create a more equitable and future ready workforce
- Consider the principles of bias, racism, and white privilege in organizational culture





DIVERSITY, EQUITY, AND INCLUSION  
DEFINED

Diversity

Everyone is individual  
and different

Equity

Fair access to  
opportunities

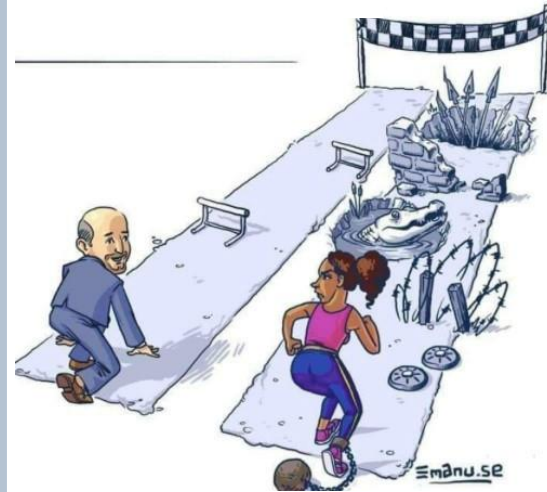
Inclusion

Fostering belonging  
& respect, valuing all  
individuals regardless of  
differences

# DEFINING EQUITY.

Workplace equity is when focus is placed on the employee's individual needs. A natural byproduct of a diverse workplace is that differences exist.

Equity requires that we acknowledge that everyone has different needs, experiences, and opportunities.



"What's the matter?  
It's the same distance!"

# STARTING THE CONVERSATION

## LIVE POLLING

**Q1.** Have you established equity as a key business driver within your organization?


- Yes
- No
- I'm not sure

# UNDERSTANDING INCLUSION

THE NEED TO BELONG



## **Inclusion**

- Belongingness
  - Connectedness
  - Considering Differences
- 

## **EXCLUSION**

Individual is not treated as an organizational insider with unique value in the work group but there are other employees or groups who are insiders.

## **ASSIMILATION**

Individual is treated as an insider in the work group when they conform to the organizational/ dominant culture norms and downplay uniqueness.

# INCLUSION

## THE FRAMEWORK

## **DIFFERENTIATION**

Individual is not treated as an organizational insider in the work group, but their unique characteristics are seen as valuable and required for group/organization success.

## **INCLUSION**

Individual is treated as an insider and allowed /encouraged to retain uniqueness within the work group.

# WHAT HAPPENS WHEN WE ARE

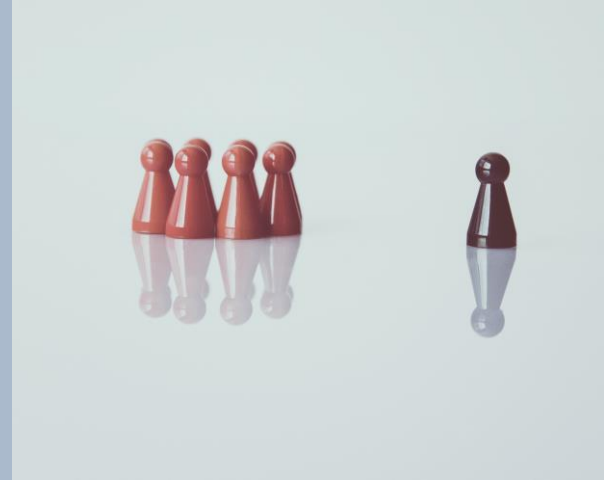
## NOT INCLUSIVE

### Examples non-inclusive behavior:

- Being disrespectful towards others
- Speaking in a rude tone of voice
- Saying offensive or belittling comments

### Consequences of non-inclusive behavior in the workplace:

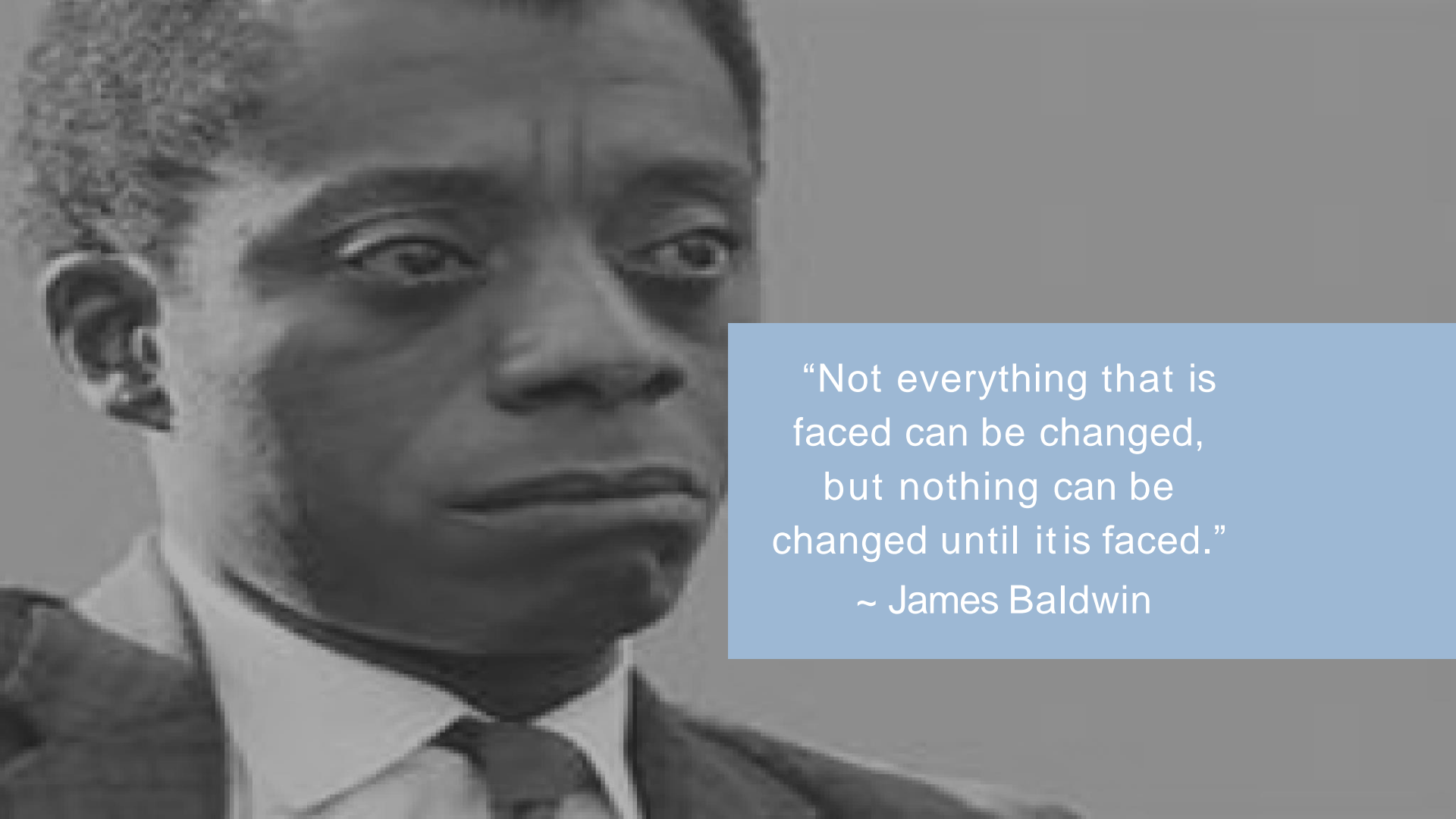
- Decreased productivity and performance
- Detachment from job, not caring
- Retention and recruitment issues
- Trauma and stress-related symptoms





## WHAT RESEARCH TELLS US...

- According to neurological research by David Rock and others, people perform best when they feel valued, empowered, and respected by their peers.
- McKinsey's research found that gender-diverse companies are 15% more likely to outperform their peers and ethnically-diverse companies are 35% more likely to do the same.
- In research by Deloitte Australia, inclusive teams outperform their peers by 80% in team-based assessments.



“Not everything that is  
faced can be changed,  
but nothing can be  
changed until it is faced.”

~ James Baldwin

# INCLUSION AS A BUSINESS STRATEGY

TO ENHANCE BUSINESS RESULTS

- Establish a model for inclusion that highly values **uniqueness and belongingness** -- where we consider differences
- Focus on **our own identities** as key and what our own cultural identity tells us about how we interact with others



# AN EQUITABLE CULTURE

REQUIRES INCLUSIVE LEADERSHIP

## **Predicated on leadership behaviors that include:**

- Practicing self-understanding
- Building alliances across cultural connections
- Examining data and metrics based on differences
- Leading with equity – intentional use of equity lens to evaluate situations
- Engaging in open discussions about racism, sexism, bias, LGBT rights, disability, micro-aggression, BLM, etc.



# STARTING THE CONVERSATION

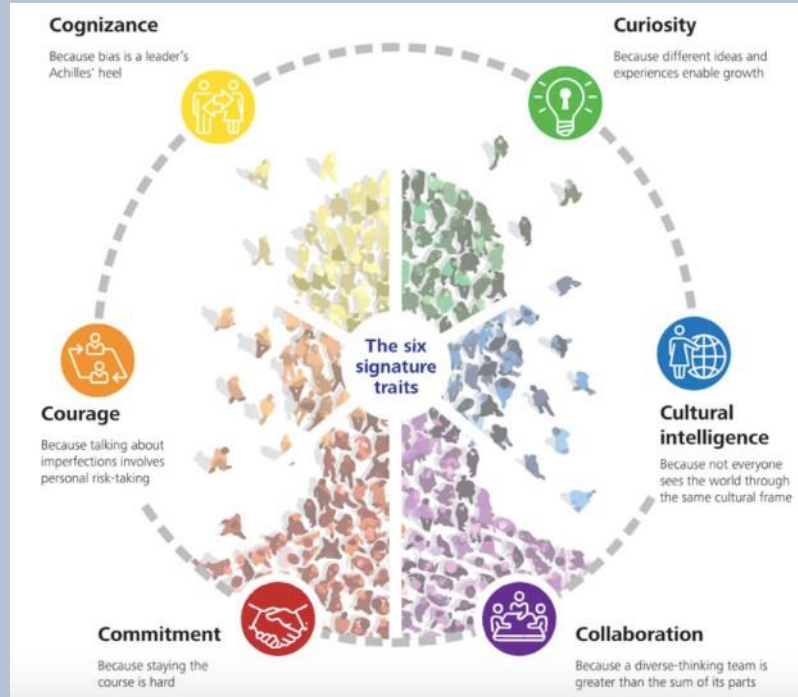
## LIVE POLLING

**Q2.** As your organization's HR leader, do you feel you have the necessary skills to lead an equity and inclusion effort?

- Yes
- No
- Somewhat
- Not Sure

# THE SIX TRAITS

## OF INCLUSIVE LEADERSHIP



# INCLUSIVE LEADERSHIP

## THE IMPERATIVES - SKILLS DEVELOPMENT

### DEVELOP

- Use new methods of thinking
- Cultural awareness & knowing one's own biases and identities

### INTERROGATE

- Examine current practices and policies
- Consider other perspectives to identify blind spots
- Track patterns across difference

### ENGAGE

- Encourage & lead brave conversations about racism
- Lead with equity in mind-always

### PRACTICE

- Understanding from another's perspective & self-understanding
- Displaying humility
- Collaborating and sharing perspectives

# STARTING THE CONVERSATION

## LIVE POLLING

**Q3.** How comfortable are you managing conversations pertaining to bias and racism?

- Very Comfortable
- Comfortable
- Somewhat Comfortable
- Not Comfortable at All



# BIAS, RACISM, & WHITE PRIVILEGE

## UNDERSTANDING THE IMPACT

### Bias

A human condition we innately possess; it is how we protect ourselves & respond to situations in the environment based on learned or experienced associations.

### Racism

Prejudice or discrimination against someone based on a preconceived belief of superiority.

### White Privilege

A sociological concept referring to advantages that are taken for granted by whites and that cannot be similarly enjoyed by people of color in the same context (workplace, schools, etc.)

# SUGGESTED RESOURCES

•Implicit Association Test at Harvard:

<https://implicit.harvard.edu/implicit/takeatest.html>

•Our Search for Belonging, How Our Need to Connect is Tearing us Apart,  
by Howard J. Ross

•White Fragility, Why it's so Hard for White People to Talk about Racism,  
by Robin DiAngelo

•So you want to talk about race,  
by Ijeoma Oluo

•Emmanuel Acho, Uncomfortable Conversations with a Black Man, YouTube video

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