

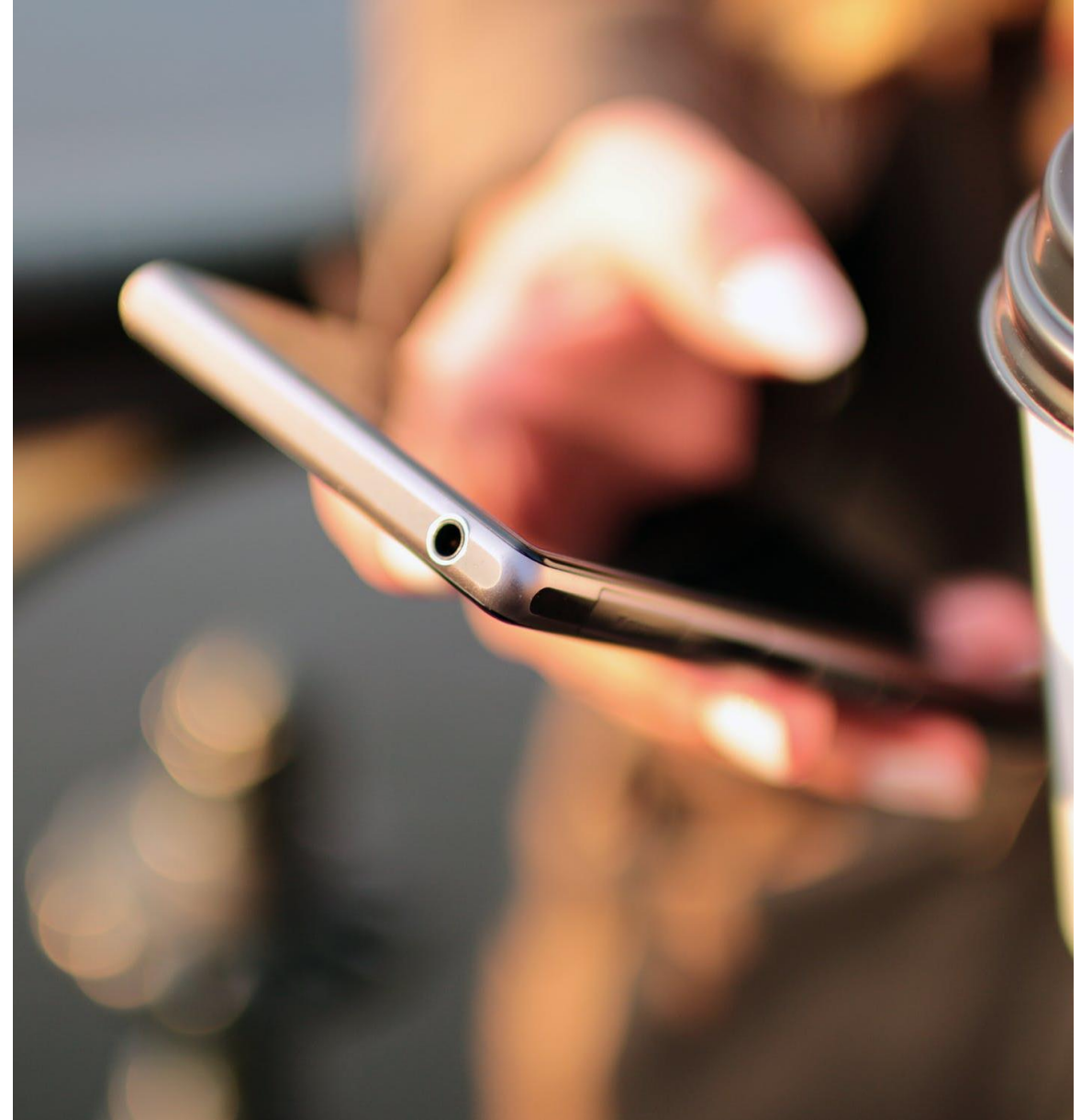


Diversity, Inclusion and Bias (DIBs)

Measuring Progress. Improving
Performance. Increasing Productivity

A little quiz

- To get started...
- Text “jamespogue065”
to 22333

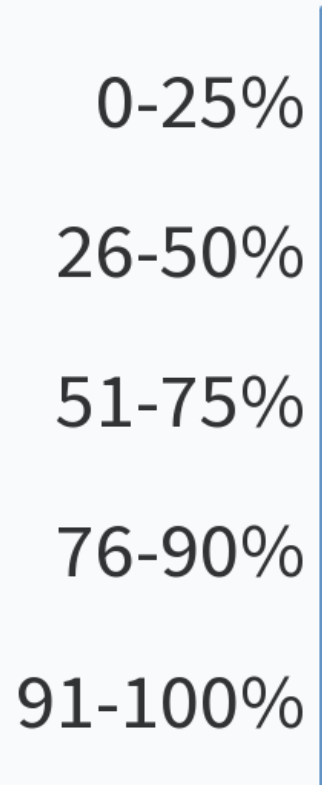


Cornbread or Biscuits (and yes there is a 'Right' answer)

Cornbread

Biscuits

Looking back during the Summer of 2020, and my leadership around the social justice challenges, I give myself the following score: (0 – 100%)





Start the presentation to activate live content

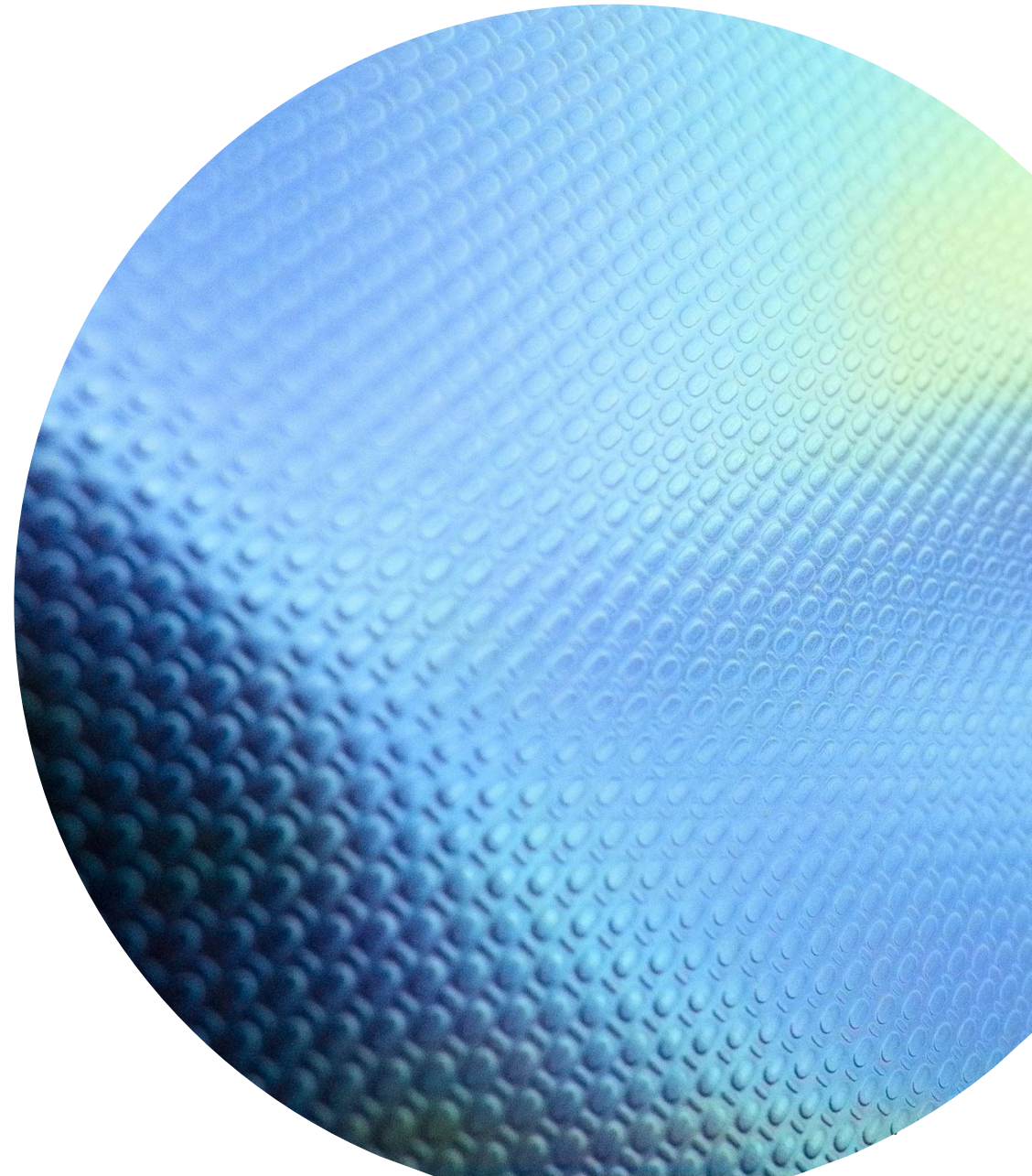
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Baselining Language

An Overview of Diversity and Inclusivity

Diversity: The full range of human differences and similarities.

Inclusivity: The resulting environment when Diversity is viewed thru interactions, systems, beliefs and values, decision making and outcomes.



Bias:
A pre-judgement
in favor/against a
person, or group

Unconscious...

- We are unaware it is present
- It is out of our control
- Happens automatically

Conscious...

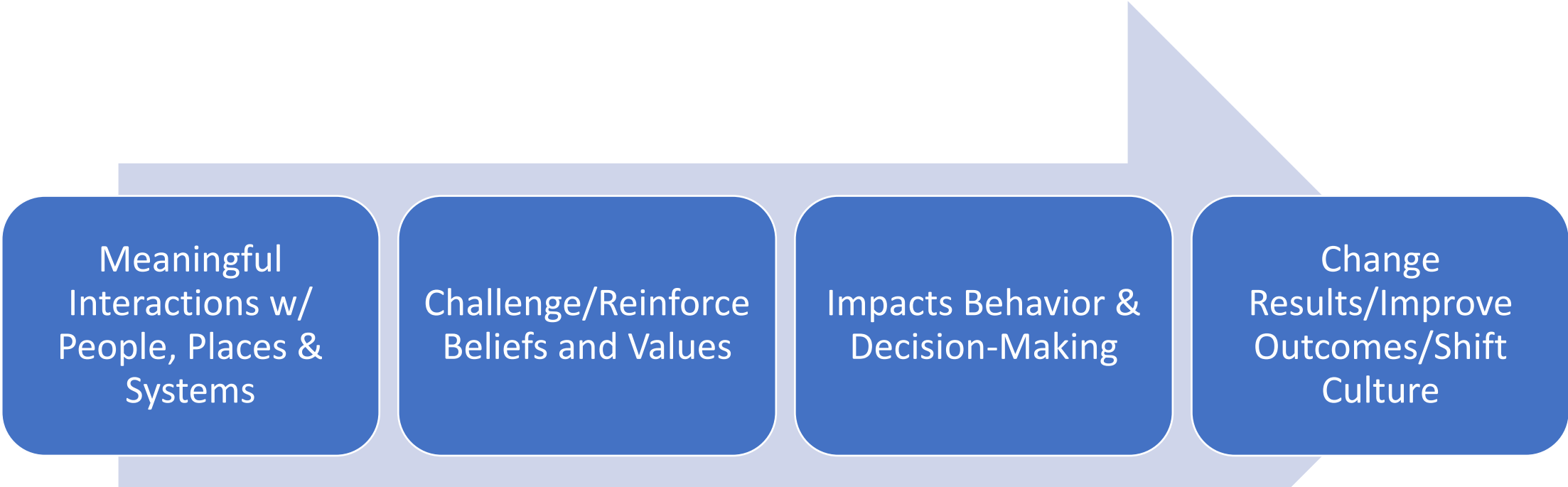
- Triggered by the brain's quick judgments of people and situations
- Influenced by our background

DIBs Big 8

- Race
- Gender
- Age
- Sexuality

- (Dis)Ability
- Politics
- Religion
- Socioeconomics

The DIBs Model™



STRATEGY | LEADERSHIP | SOLUTIONS
JP ENTERPRISES

The RIGHT Kind of Uncomfortable



Diversity, Inclusion, Bias (DIBs) An Assessment



Hesitant

Discomfort

Investigating

Experimenting

Engaging

DIBs Development Model

• Hesitant

- I'd prefer to work and interact with people who are like me.
- Non-business conversations about 'Diversity' don't belong in the office space.
- I don't have issues with people who are different from me, we just don't have a lot in common.
- I am deeply fearful/scared that people are out to get me or ppl like me, they are waiting for me to make a mistake.
- I cannot provide a clear definition for Diversity, Inclusion nor Bias

• Discomfort

- I work and interact with people from different racial backgrounds as a function of my role, it's a challenge.
- Non-business conversation about difference sometimes happen, its uncomfortable and I'm not convinced of a direct business connection.
- I have some anxiety around 'speaking my truth'. I may be admonished or ridiculed. This is not a safe place to say the 'wrong' thing.
- I'm not confident in my definitions for Diversity, Inclusion nor Bias

DIBs Development Model

• Investigating

- I work with other Races all the time; it can be thought provoking.
- Non-business conversations about Race happen, it's interesting but I rarely see a business connection. I want to initiate conversations to learn more, but I don't.
- I can't bring myself to ask the questions I want or share my experience. I'm pretty sure it will be ok, but I can't take that last/next step.
- I believe I can define Diversity, Inclusion and Bias but I'm not clear on the differences nor overlap.

• Experimenting

- At work, I push myself to have meaningful interactions with people who are not like me.
- Non-business conversations about Race happen. I think they make us better. I encourage myself to ask questions to help me understand other perspectives.
- Repeatedly I grit my teeth and ask or say what is on my mind, its risky and stressful.
- I believe I can define Diversity, Inclusion and Bias. I'm getting clarity on the differences nor overlap.

DIBs Development Model

• Engaging

- I prefer to work with people who are not like me, I wouldn't have it any other way.
- Non-business conversation are normal and increase our ability to be successful. We should all be comfortable with it, I am.
- I have no problems saying what I need to say. I feel safe and supported. If a mistake is made its handled met with grace, respect and if necessary, forgiveness and patience.
- I can define Diversity, Inclusion and Bias. I am clear on the differences and overlap.



Rate Your Industry's Comfort Level with Race, Diversity, Inclusion and Bias (DIBs)

Hesitant

Discomfort

Investigating

Experimenting

Engaging

Please rate YOUR ORGANIZATION'S comfort level with Diversity, Inclusion and Bias (DIBs)

Hesitant

Discomfort

Investigating

Experimenting

Engaging

Rate YOUR comfort level with Race, Diversity, Inclusion and Bias (DIBs)

Hesitant

Discomfort

Investigating

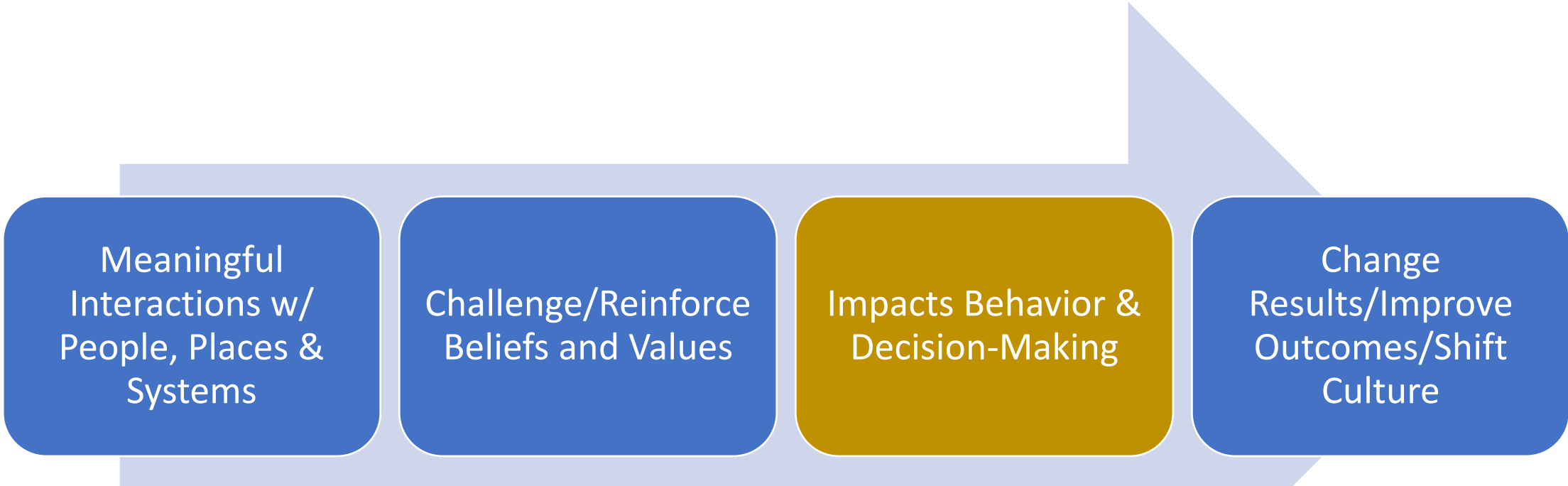
Experimenting

Engaging

Diversity Acumen

A required skill set for
Leaders and Teams

The DIBs Model™



Does your organization have
'leader-led' definition for
Diversity, Inclusion and Bias?
- If not, What are the next
step to making that happen?
- If so, how will you pressure
test it?

The Next Steps:
Impacting Behavior and
Decision Making

Given the DIBS model, how can you pressure test your strategic plan for DIBS in your organization? Or your strategic initiatives associated with your current plan?

The Next Steps:
Impacting Behavior and
Decision Making

How can you confirm your
direct reports know your
beliefs and values around
the DIBS Big 8...and how it
impacts your decision
making?

The Next Steps:
Impacting Behavior and
Decision Making

Questions and Answers



Diversity, Inclusion and Bias (DIBs)

Measuring Progress. Improving
Performance. Increasing Productivity