

INCLUSION IN ACTION

Mike Kohler, Elevate Training

With issues of social injustice so pervasive in our society, it's no wonder that so many formal initiatives in diversity and inclusion are blossoming.

That's a good thing ... but not the only thing.

There is so much more that each of us and all of us, at a grass roots level, can do to promote inclusion.



Defeating inclusion myths

1. Enlightenment is new, i.e. “woke”
2. DE&I is a formal, institutional program
3. Progress is measured politically



How can one person make a difference?

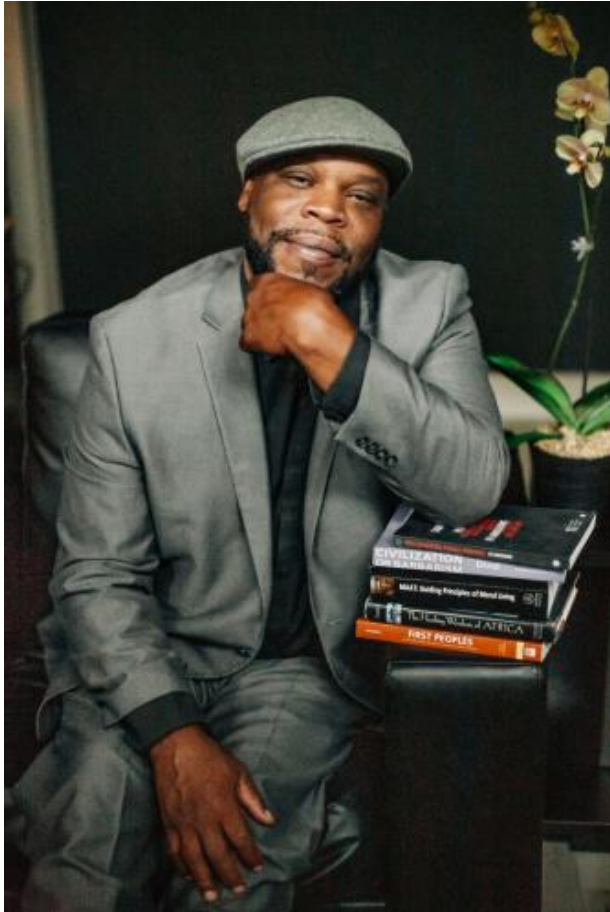
As Influencers of the 3 Ps

- 1. Policies**
- 2. Processes**
- 3. Practices**

Uncovering the Diversity Within

Inclusive leadership results in the discovery of diversity that already exists in every organization.

What is implicit bias?



Uncovering the Diversity Within

Inclusive leadership results in the discovery of diversity that already exists in every organization.

- 1. Diversity of thought**
- 2. Diversity of life experience**

Inclusion is a Leadership Skill

As a skill, inclusion is something we all can ...

- 1. Consciously adopt personally**
- 2. Strengthen and grow**
- 3. Practice till it is second nature**
- 4. Help others get better at it**

U.S. Workforce Engagement

31% of employees feel “engaged” in their jobs
Around half are “disengaged”
2 out of 10 are “actively disengaged”



Of the “disengaged” middle group, 56% are looking for new jobs
Of the “actively disengaged,” 73% are looking for new jobs

Most disturbing result?

THE 27% THAT ARE ROWING THE BOAT THE OTHER WAY!

U.S. Workforce Engagement

Why do employees leave us?

1. Appreciation
2. Purpose
3. Growth/Advancement
4. Supervisor

Defining Employee Appreciation

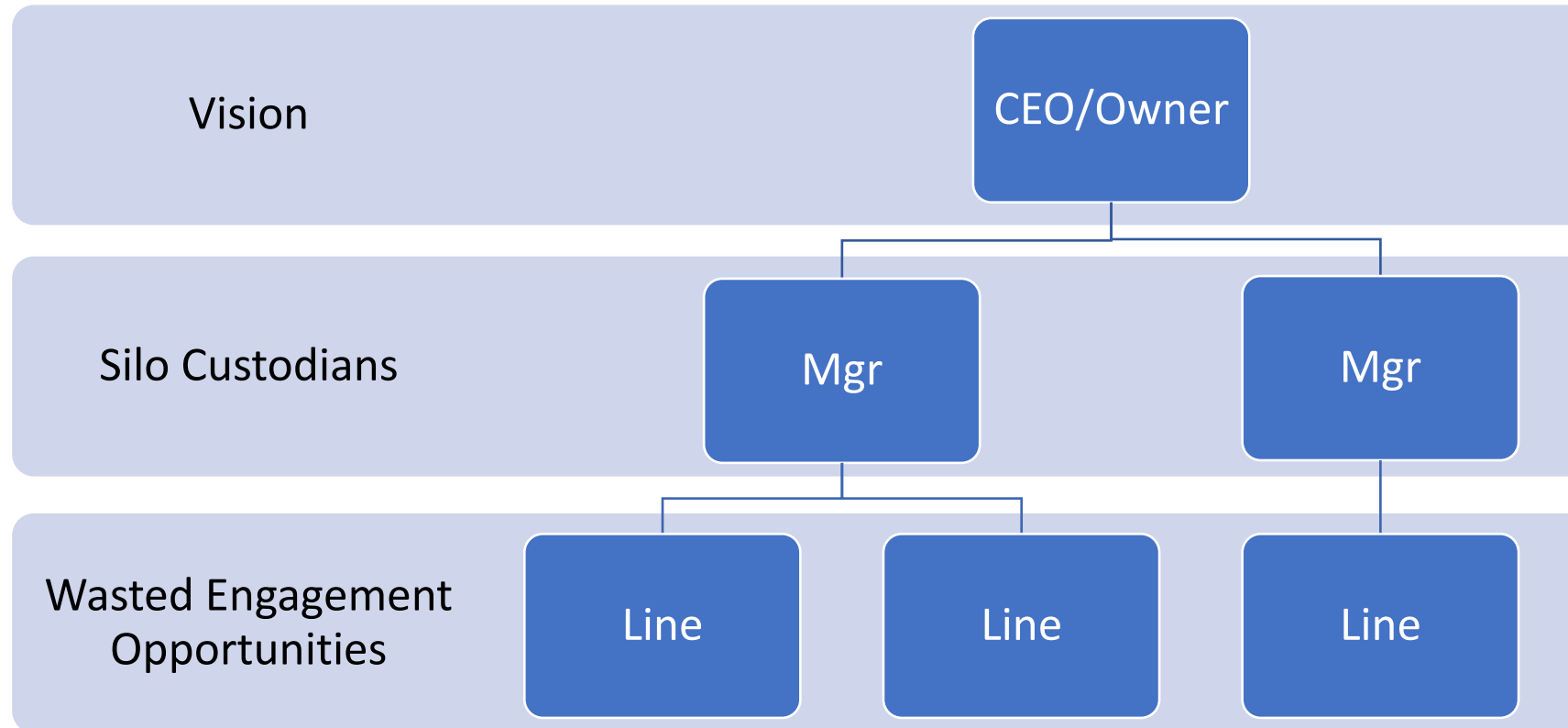
In 3 words, 6 total letters

IN ON IT

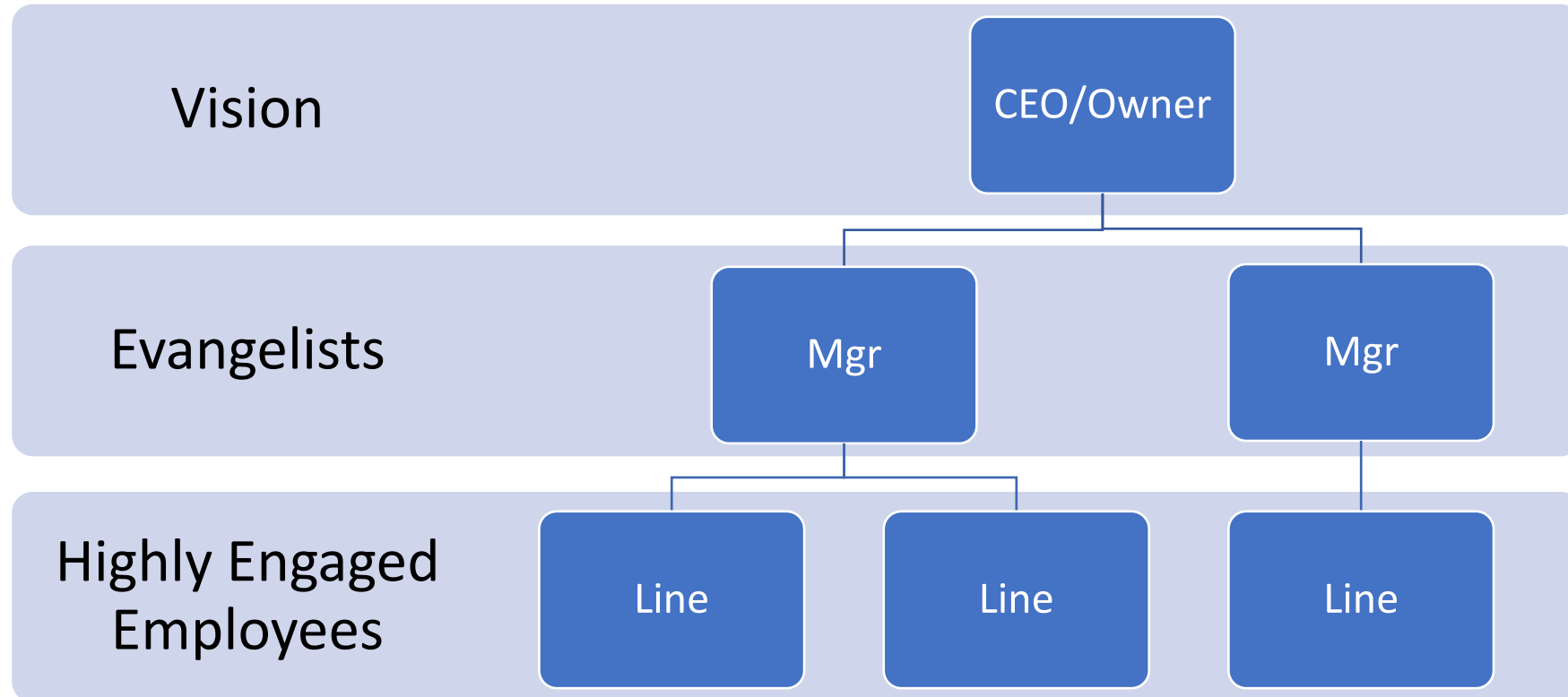
Communication Cascade



Transparency Gap



Brand Evangelism



Formula for Building Engaged Teams

Be “Other-Centric”

1. Ask everyone for their ideas ...
All the time ... On all topics
2. Use some of them
3. Thank those who contribute
4. Credit others – “We hear you!”

Set Your Allyship Radar

What makes them tick?

- School, church, HOA, community service
- Public service/social services
- Arts/theater
- Professional associations

Attributes in scouting “allies”

- Enjoys networking
- Good smile
- Conversational
- Leads well and/or takes direction well

Government Relations



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Being “Other-Centric” About Inclusion

Ask everyone for their ideas
Ask for, recognize, and reward
models of inclusive leadership

Inclusive Business Practice Samples

1. Thumbs up, thumbs down meetings
2. Invite new ideas during interviewing and onboarding
3. Performance metrics and even compensation incentives
4. Book clubs, lunch-and-learns, discussion groups
5. Quick ice-breakers accenting all types of diversity
6. Resume reviews with identifiers redacted
7. “I show inclusion by helping people not feel left out.”
8. “Inclusion Scouts” – Do you have an example to share?

How can one person make a difference?

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