

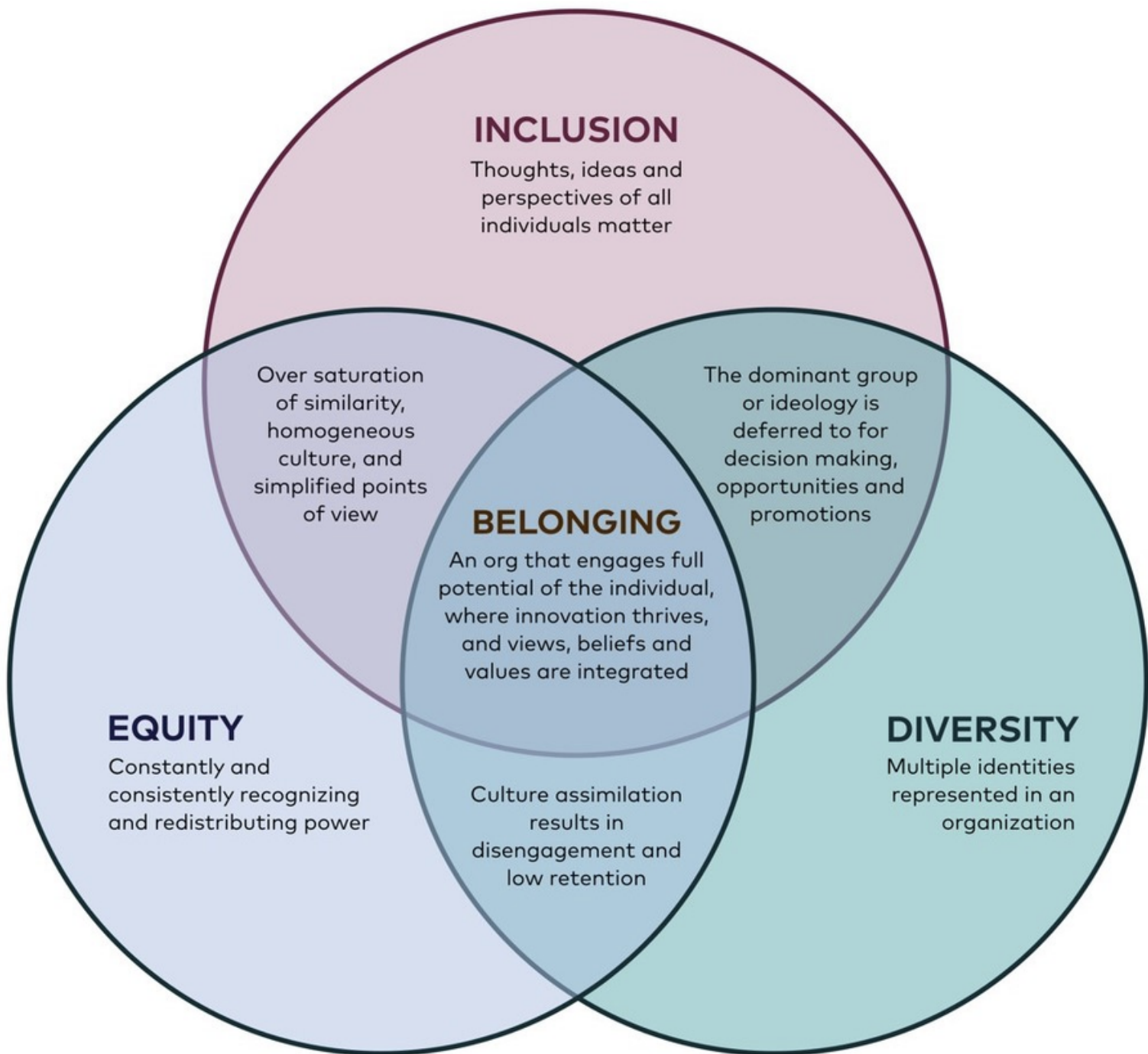
Diversity, Equity, Inclusion & Belonging



It's no secret that most organizations today are now embracing a more diverse workforce to strengthen their positioning in the global market. With this in mind, a good leader should know how to lead and collaborate with a diverse team, and bring all their good qualities together to work in harmony regardless of their cultures, races, genders, and sexual orientations.

SOOOO....

WHAT IS DEI?



Common Challenges for DEI

- DEI is viewed as a secondary objective
- Limited efforts towards DEI result in a lack of focus and non-trackable outcomes
- DEI initiatives don't have an adequate budget in place
- Blind spots obstruct the creation of an authentic DEI culture in the workplace
- DEI is seen as important but not urgent — until it becomes a crisis
- Decision-makers often detach from DEI
- Implicit biases can stop employees from effectively integrating DEI



“WHEN WE’RE TALKING ABOUT DIVERSITY, IT’S NOT A BOX TO CHECK. IT IS A REALITY THAT SHOULD BE DEEPLY FELT AND HELD AND VALUED BY ALL OF US”

**AVA DUVERNAY
FILM MAKER**

Let's get a baseline of your Cultural Competence

On a scale from 1 to 4, where 1 is "Never" and 4 is "Always", how would you rate the following statements?

Awareness

I view human difference as positive and a cause for celebration

I have a clear sense of my own ethnic, cultural & racial identity

I am aware that in order to learn more about others I need to understand and be prepared to share my own culture

I am aware of my discomfort when I encounter differences in race, color, religion, sexual orientation, language and ethnicity

I am aware of my stereotypes as they arise and have developed personal strategies for reducing the harm they cause

Baseline of your Cultural Competence (cont...)

On a scale from 1 to 4, where 1 is "Never" and 4 is "Always", how would you rate the following statements?

Knowledge

I will make mistakes and will learn from them

I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more

I will really listen to the answers before asking another question

I know that differences in color, culture, ethnicity etc are important parts of an individuals identity which they value and so do I. I will not hide behind the claim of "color blindness"

I recognize that cultures change over time and can vary from person to person, as does attachment to culture

Baseline of your Cultural Competence (cont...)

On a scale from 1 to 4, where 1 is "Never" and 4 is "Always", how would you rate the following statements?

Skills

I am developing ways to interact respectfully and effectively with individuals and groups

I can effectively intervene when I observe others behaving in racist and /or discriminatory manner

I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own

I seek out people who challenge me to maintain and increase the cross-cultural skills I have

I am actively involved in initiatives small or big that promote understanding among members of diverse groups

I can act in ways that demonstrate respect for the culture and beliefs of others