The Three A’s of Inclusion: Awareness, Authenticity, and Accountability

PRESENTED BY
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Welcome to the Webinar

A few logistical notes

• **Questions:** Please send us your questions during the broadcast using the Q&A panel on the side of your screen.
  • During the broadcast all attendees will be muted.

• **Technical Difficulties:** If you encounter difficulties, we recommend leaving the webinar and then rejoining.

• **Recording:** This broadcast is being recorded and the recording will be made available to you within 48 hours via email.
Presenters

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WHERE CAN YOU DISCOVER something new?
Connecting the future of work, learners, and future learning experiences.
A continuum of learning experiences

FACE-TO-FACE
Residential or on location

BLENDED MODERATED
Live virtual

INDIVIDUAL
Personalized learner-driven
Innovation is in our DNA

FUTURE LEARNING EXPERIENCES

Adaptive Learning

Text Messaging

Shorter Burst Learning

Peer to Peer

AR/VR

AI Coaching

Predictive Learning

New Audio Formats
It’s time to discover something new.
Agenda

• Diversity & inclusion today
• The business case for diversity & inclusion
• Moving from diversity to inclusion
• Building a more inclusive culture
  • Awareness, Authenticity, and Accountability
Building a truly inclusive culture
Ask yourself, how has my organization responded to these recent events?
Chat your response
How has your organization addressed diversity and inclusion in its response to these events?
Diversity & Inclusion
Today
The business impact of diversity and inclusion

Teams with inclusive leaders are…

- 20% more likely to say they make better decisions
- 29% more likely to report behaving collaboratively

The business impact of diversity and inclusion

Talent acquisition and retention…

86% Say a company’s commitment to workplace diversity affects their decision to work there

42% Less likely to leave their job within a year

D&I matters now more now than ever
Inclusion from the inside out

Our culture…
respects differences and seeks out and listens to different perspectives. All people are welcome and belong.

My team…
gives each other the benefit of the doubt when we experience being offended or excluded and offer feedback directly and privately.

I…
acknowledge and seek to understand my conscious and unconscious biases.
Three key areas for building an inclusive culture

- Awareness
- Authenticity
- Accountability
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Where should organizational development focus?

Recognize:
- Patterns and biases
- Fears and tendencies
- Practices and behaviors
Recognize and actively look for your own bias

Recognize + Actively search
Three key areas for building an inclusive culture

- Awareness
- Authenticity
- Accountability
Where should organizational development focus?

- Act with intention
- Model a learning mindset
- Transparent
- Open to feedback
- Celebrates differences

Perspectives:
- Diversity and Inclusion
- Authenticity
Fear of being different

Of employees in one study reported feeling pressure to mute some aspect of their identities at work—and that this significantly undermined their sense of self.

Authentic leader mindset

Traits of an authentic leader

- Acts with Intention
- Models a learning mindset
- Celebrates differences
- Open to Feedback
- Transparent
Three key areas for building an inclusive culture

- Awareness
- Authenticity
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Inclusion
Where should organizational development focus?

Goal for leaders:
Intentionally create the conditions where everyone feels valued and safe
How can leaders support inclusion?

- Set the tone
- Model what inclusion looks like
- Embrace talent practices
- Leverage power, privilege, and position in support of belonging
- Build a diverse team
- Challenge team to hold each other accountable
Taking action at your organization

Long-term strategy

- Communicate how and why an inclusive organization is the best path for long-term success
- Establish metrics and accountability that can be tracked and rewarded
- Share successes and best practices
Inclusion is a journey, not a fixed destination, so organizations need to set up the systems and processes to encourage, protect, and celebrate it.
Q&A
Thank you.