

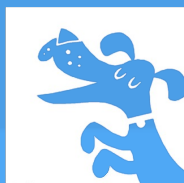
# PARTICIPANT GUIDE

SUPPORTING DIVERSITY, INCLUSION, & BELONGING:

## BEING A CONSCIOUSLY INCLUSIVE LEADER



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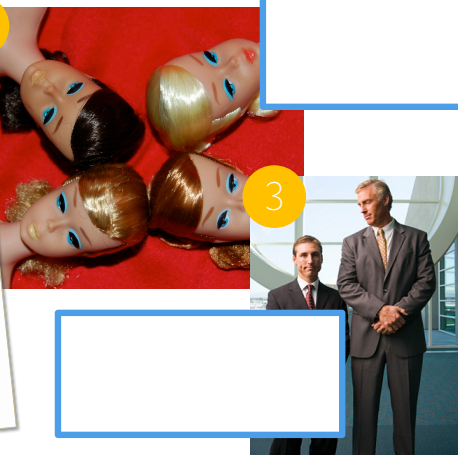


## INTRODUCTION

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~ a.k.a. ~



**DIVERSITY** IS ...

**INCLUSION** IS ...

**BELONGING** IS ...



ENGAGING IN THESE AS A LEADER HELPS YOU BE MORE CONSCIOUSLY INCLUSIVE!

## WHAT'S "BEING CONSCIOUSLY INCLUSIVE"?



DEFINITION:

... BUT WE CAN ONLY CONSCIOUSLY PROCESS **40 bits** OF DATA AT ANY TIME.

the "unconscious bias gap:"

WE RECEIVE **11 million bits** OF INFORMATION EVERY MOMENT ...

\*SOURCE: Wilson, T. (2002). Strangers to Ourselves: Discovering the Adaptive Unconscious. Belknap Press



FIGHT **OR** flight



# BEING A CONSCIOUSLY INCLUSIVE LEADER



**UNCONSCIOUS BIAS**  
IS LIKE A  
CHUNK OF  
GRANITE ...



WHY DOES "BEING CONSCIOUSLY INCLUSIVE" MATTER ?



## STRATEGIES TO BE MORE CONSCIOUSLY INCLUSIVE

**THINK**



**IN**

1

"PROJECT IMPLICIT"

<https://implicit.harvard.edu>



Discover what **unconscious biases** you have. Use the **Implicit Association Test (IAT)** by **Project Implicit** to discover what your unconscious biases you possess. Reflect: how can you **debias** yourself?

2



Become a member of **an ally group** (if you already aren't). What **have you learned** about the group? What have you **shared** with non-members of the group? How can you **expand your growth** beyond this group?

3



How can you be get "outside of yourself" to begin to **notice how you think or behave** in certain situations? Understanding how our **unconscious mind impacts behavior** is key to change.

**SPEAK**



**UP**



"SILENT COLLUSION"



What is "silent collusion"?



What can happen when you engage in "silent collusion"?



# BEING A CONSCIOUSLY INCLUSIVE LEADER

“SILENT COLLUSION” is when – while a disparaging remark, stereotypical perspectives, or any other hurtful phrase is said – no one says or does anything to refute the statement; people remain silent. That silence implies that the collective “we” agrees with that statement. As an LGBTQ+ Leader, we strive to create an inclusive environment, and that includes stopping uninclusive remarks, even if it’s uncomfortable or icky. Here’s six ways you can beat silent collusion in your workplace ... and beyond!

## THE 6 WAYS TO BEAT SILENT COLLUSION

**M**

Ask yourself: “is the statement something that impacts me personally?”

As a woman, Bob, I find that statement to be inaccurate. I consider myself a very good driver.



PROS

focuses on you as a person, not the stereotype



CONS

could be perceived as confrontational

**O**

Call out any “absolutes,” stereotypes, or gross generalizations you may hear

So, Bob, you’ve driven with every woman in the world?



it may bring the microinequity to the consciousness



could be perceived as confrontational

**P**

Point to a specific example that refutes the statement being said

Well actually, Bob, I think we would both agree that Juanita – who drove us to lunch yesterday – is an awesome driver who happens to be female.



it illustrates an example that the person saying the microinequity can relate to



could provide a way for the owner of the biased statement to “brush away” the microinequity they stated

**S**

Saying a non-word that at least indicates you don’t agree with what’s being said

Woah! Whaaat?  
Damn! Huh?



not very confrontational; sends the message you don’t agree with the statement



it doesn’t go far in addressing the statement; could be perceived as your typical reaction

**A**

Ask the person exactly what they meant by their comment

Bob, what exactly did you mean by that statement?



directly addresses the statement, may allow the “microaggressor” to break out of their unconscious; neutral in tone



be very careful of the tone in which you use

**M**

Physically remove yourself for the situation

your non-verbal movement will speak volumes



your non-verbal movement will speak volumes



it’s nothing more than acknowledging that you don’t agree with the statement; doesn’t actually address it



LEARN MORE: “LEARNING TAPAS” ONLINE: <http://topdog.click/mopsam>



ACT



OUT

1



2

ASK MORE QUESTIONS

3



4

JUST A  
START!  
↘

What **formal & informal training programs** does your organization have to **promote inclusivity, belonging**, and mitigate unconscious bias within your workplace?

Look at the **cultural clues within your workplace**. What do you see? What images do you see around your workplace in **posters** or in your organization's **marketing materials**?

What **policies and business processes** are in place to promote inclusivity? What processes are in place to **mitigate biased decisions** and actions?

How are your workplace leaders **holding each other accountable** to create an inclusive workplace and a sense of belonging? How is **progress** for inclusivity being measured?



## WHAT'S NEXT / CLOSING

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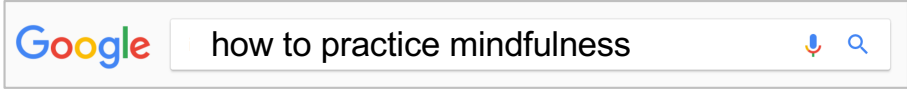
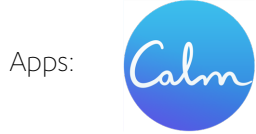
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## WHAT'S NEXT / CLOSING (con't)

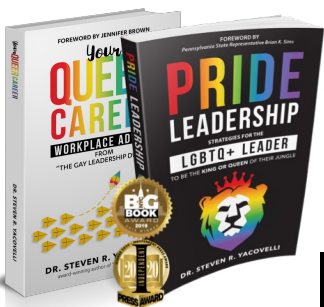
### REFERENCES: APPS & ONLINE RESOURCES



Good people are not those who lack flaws, the brave are not those who feel no fear, and the generous are not those who never feel selfish. Extraordinary people are not extraordinary because they are invulnerable to unconscious bias. They are extraordinary because they choose to do something about it.



~ **SHANKAR VEDANTAM**, American journalist and author of *The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives* (2010).



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