



Today's Webinar

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Conscious Inclusion is both a mindset and a skill set. Within a consciously inclusive environment, individuals proactively and **intentionally seek, identify, and seize opportunities** to leverage diversity. Conscious Inclusion helps us check our cultural blind spots as we drive toward organizational goals.

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Definitions Diversity & Inclusion

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Diversity
Variety of abilities, skills, experiences and cultural backgrounds, in all stakeholders.

Inclusion
To value and leverage differences to achieve superior results.




Dimensions of Diversity

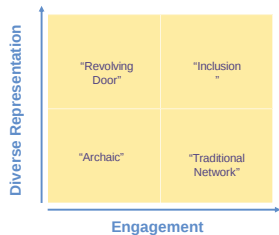


Primary	Secondary	Workplace	Style
Age	Education	Organizational	Leadership Style
Physical Abilities	Class / Income	Occupation	Work Habits
Race	Language / Accents	Job Level	Performance
Ethnicity	Marital Status	Job Classification	Expectations
Gender	Military Experience	Department	Personality Type
Sexual Orientation	Religious Beliefs	Work Location	Communication Style
	Geographic	Work Shift	Other
	Location	Skills	
	Nationality	Years with Organization	
	Other	Other	



Inclusion Model



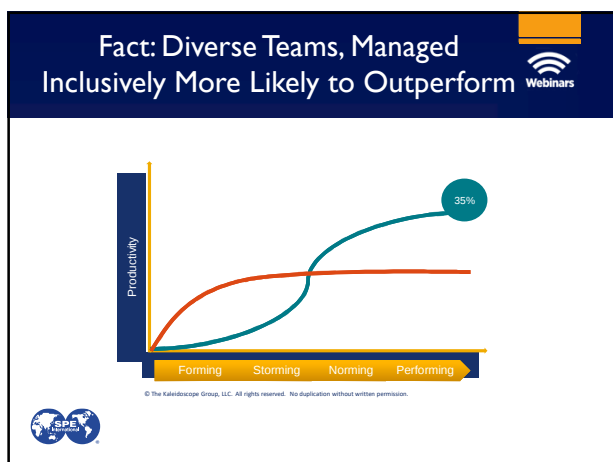


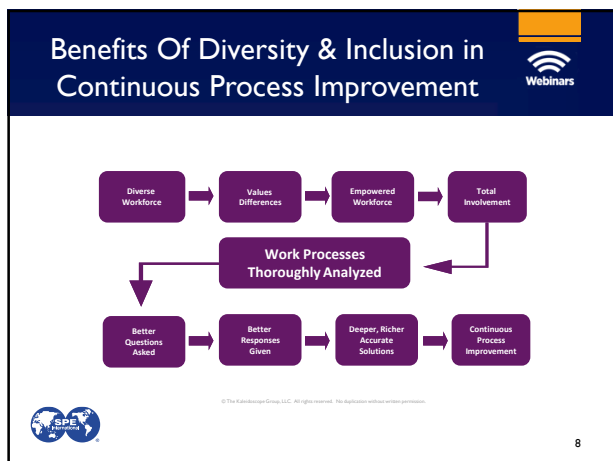


Where do you see your organization on the Inclusion Model?

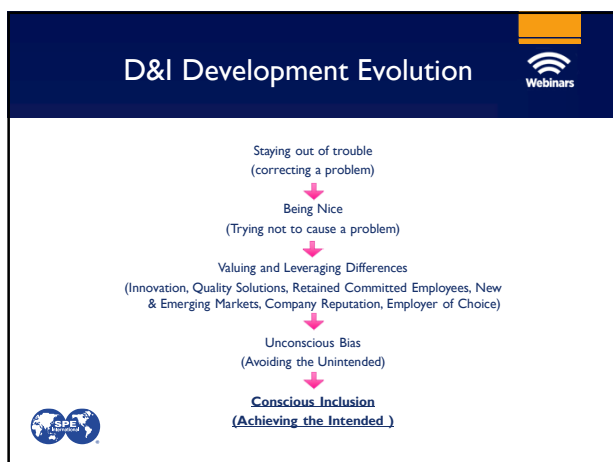








CONSCIOUS INCLUSION



Conscious Inclusion

DEFINITION	CULTURE	PRINCIPLES	BUSINESS IMPACT
How you think, believe and demonstrate inclusive behaviors in all situations.	Beliefs Behaviors Policy Processes Practices	Demonstrate Empathy Communicate Authentically Embrace Differences Manage Privilege Act Courageously	Innovation Quality Solutions Enhanced Performance Retained Committed Employees New & Emerging Markets Company Reputation Employer of Choice

How consciously inclusive is your organization?



Demonstrate Empathy



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Definition of Empathy

A person who is capable of feeling the emotions of others despite the fact that they themselves are not going through the same situation.



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Keys to Empathy

- Care
- Understand
- Relate

RELATE IS NOT REQUIRED



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How empathetic are you?


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Demonstrate Empathy

- Work to build trusting relationships with everyone
- Focus on understanding others perspective before sharing yours.
- Listen patiently and actively with ears and eyes to sense comfort, discomfort, understanding and misunderstanding
- Show compassion and genuine care for others.
- Create an environment of belonging, acceptance, mutual trust and respect.



PERSONAL REFLECTION #1

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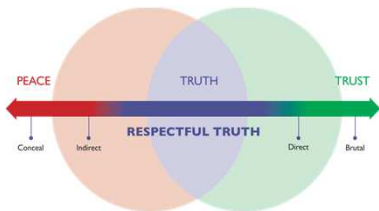
“Authentically Communicate”



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Peace vs. Truth

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Ultimate Goal



Respectful Truth

Consider the recipient and the potential impact on the recipient and then honestly share.



"Authentically Communicate"



- Articulate the value of D&I at the organization, team and personal level
- Respectfully share my opinions and truths while open to hearing others
- Seek, give and receive timely feedback in an effort to grow
- Work to clarify my own and other's expectations
- Understand different communication styles and flex accordingly



PERSONAL REFLECTION #2





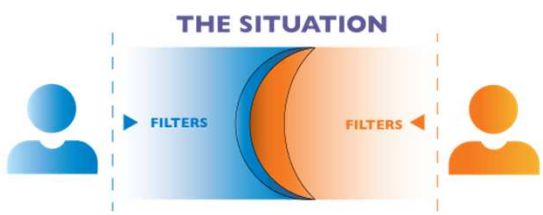
“Embrace Differences”



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Filters Model

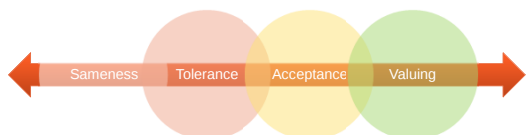




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Valuing Diverse Perspectives





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Embrace Differences
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- Actively seek out and include people perspectives that are different from my own
- Give everyone the chance to participate, be heard, demonstrate skills and succeed
- Show appreciation for different opinions and perspectives
- Consciously work to diminish and manage cultural misinformation and stereotypes



PERSONAL REFLECTION #3
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"Manage Privilege"
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Do you consider yourself to be privileged?





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What words come to mind when you hear the word “Privilege”?





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What is Privilege?



The absence of barriers and the presence of unearned positive advantages.



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The Bliss Box

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The Bliss Box

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Manage Privilege

- Privilege is usually unrecognized.
- Being privileged does not make you a good/bad person.
- Privilege creates unearned advantages.
- When you are privileged, you have a higher stake in creating fairness.
- If we don't consider privilege, we get a distorted viewpoint of a fair environment.
- Taking privilege into account is a key component of valuing differences.

PERSONAL REFLECTION #4

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“Act Courageously”



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Definition of Courage

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Mental or moral strength to venture, persevere,
and withstand danger, fear, or difficulty





COURAGE QUOTES

"It takes a great deal of courage to stand up to your enemies; but a great deal more to stand up to your friends." - J.K. Rowling

"Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen." - Winston Churchill

"Cowards die many times before their deaths; The valiant never taste death but once." - William Shakespeare, Julius Caesar

"Courage is being afraid, but going on anyhow." - Dan Rather

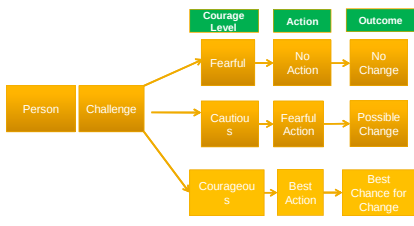
"Bravery is being the only one who knows you're afraid." - Franklin P. Jones

"Courage doesn't always roar. Sometimes courage is the little voice at the end of the day that says 'I'll try again tomorrow.'" - Mary Anne Radmacher





Courage Model





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Good Environment



Normal Person



Bigger Person



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Normal Person

Bad Environment

Little Person

SPE

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Courageous Person

Good Environment
Or
Bad Environment

Big Person

SPE

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Be Courageous

- Openly share ideas even if they may not be embraced or implemented.
- Address challenges with others despite potential difficulties.
- Speak up about disrespectful behavior and provide support to those that speak up
- Respectfully challenge culture norms that minimize differences.
- Acknowledge your impact on others and apologize for misunderstandings

SPE

PERSONAL REFLECTION #5

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CLOSING



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Individual Growth

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- 7 black guys, 7 white guys
- 4 extremely wealthy, 4 extremely poor, and everywhere in between
- 6 republicans, 8 democrats – wasn't split across racial lines
- 8 inner city, 4 suburban, 2 farm boys
- 1 gay guy – found that out 10 years later
- 1 Lou Gehrig's disease has been in a wheelchair for 15 years – last time we all saw each other
- First one passed away in early 2012
- Second one passed away in 2013
- 1 billionaire today
- 2 have done jail time



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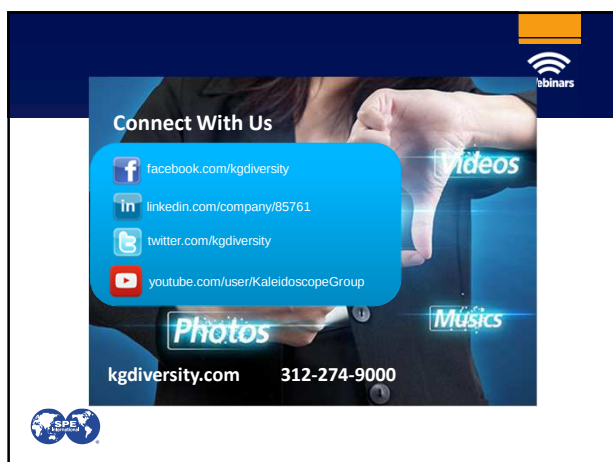
QUESTIONS?



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Your Full Service Diversity & Inclusion Partner

Thank you



The slide features a dark blue header with a white Wi-Fi icon and the word "webinars" in white. The main content area has a background image of a person's hand holding a glowing blue sphere. Overlaid on this is a blue rounded rectangle containing social media links: Facebook (facebook.com/kgdiversity), LinkedIn (linkedin.com/company/85761), Twitter (twitter.com/kgdiversity), and YouTube (youtube.com/user/KaleidoscopeGroup). Below this rectangle, the words "Photos" and "Videos" are written in a glowing blue font. At the bottom of the slide, the website "kgdiversity.com" and the phone number "312-274-9000" are displayed. A small logo with the letters "SPE" is in the bottom left corner.

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