



EVERYDAY INCLUSION

HARNESSING THE POWER OF DIVERSITY TO BUILD STRONGER TEAMS AND
ORGANIZATIONS

AGENDA

- Defining Diversity, Equity, Inclusion & Belonging
- The Power of Diverse Teams
- Psychological Safety and Belonging
- Building a Culture of Inclusion



**DEFINING DIVERSITY, EQUITY,
INCLUSION & BELONGING**

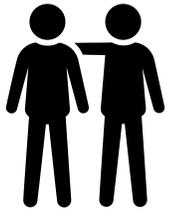
DEFINING DEI&B



DIVERSITY is made up of the numerous human attributes that differentiate people from each other.



EQUITY is about treating people fairly. It's not the same as equality, which is treating everyone the same.



INCLUSION is made up of the behaviors that proactively recognize, respect and welcome diversity.



BELONGING is a mental and emotional state of feeling seen, valued, and supported for your uniqueness. "Belonging is the opposite of fitting in." ~ Brene Brown



**DIVERSITY IS MORE THAN
MEETS THE EYE**

The background is a low-poly geometric pattern composed of numerous triangles of varying sizes. The colors transition from a bright yellow on the left to a deep blue on the right, with intermediate shades of orange, red, and purple. The overall effect is a vibrant, abstract, and modern aesthetic.

THE POWER OF DIVERSE TEAMS

DIVERSITY & BUSINESS RESULTS

Management teams with a wider range of educational and work backgrounds produce

more innovative products

(2011, Journal of Product Innovation Management)

Companies that improved inclusion of persons with **disabilities** are **4x more likely** to outperform shareholder returns of their peer group

(2018, Accenture)

Companies in the top quartile for **racial/ethnic** diversity are **33% more likely** to have financial returns above industry medians

(2015, McKinsey)

A study of 20,000 companies found that companies with **more female executives** are more profitable

(2016, Current Opinion in Psychology)

THE POWER OF DIVERSE TEAMS

**We now have 30 years of data
showing teams win.**

Whether in academic settings,
investing, or even songwriting.
Teams beat individuals and diverse
teams beat homogeneous teams."

~Scott Page

Scott E. Page

**THE
DIFFERENCE**

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES

SUPERADDITIVITY

“One plus one can equal three –
but only if the two 1s are **diverse**.”

Scott E. Page

THE DIFFERENCE

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES

DIFFERENTIAL PERCEPTION

What do you see?



DIFFERENTIAL PERCEPTION

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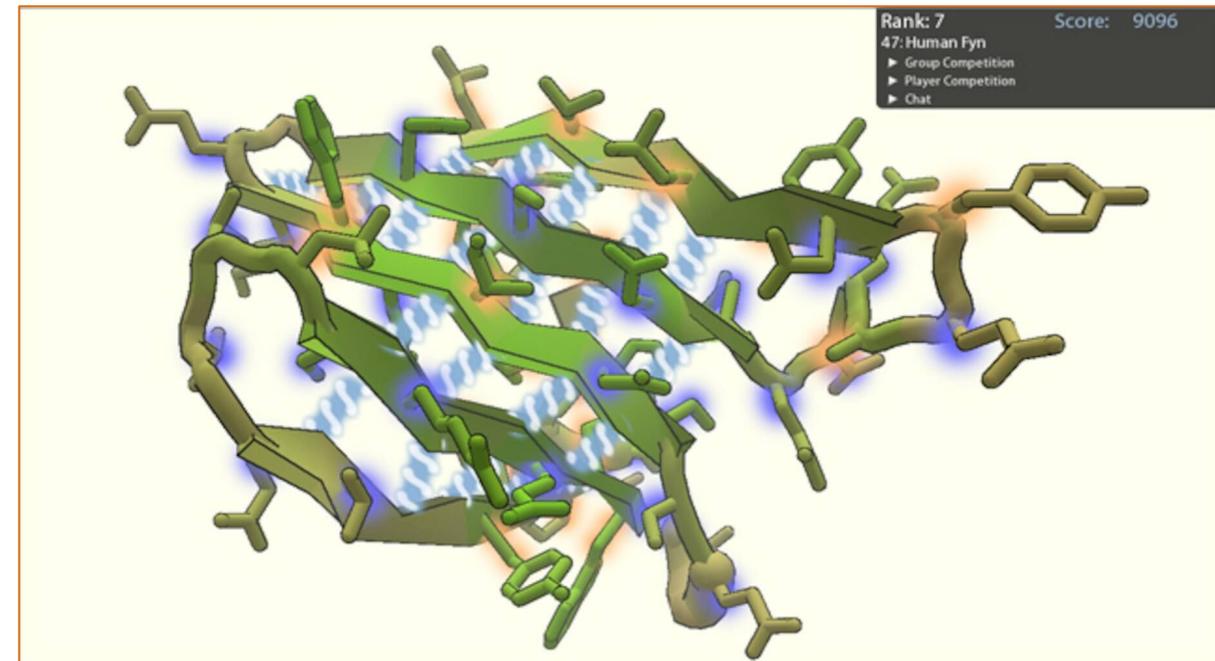
CORONAVIRUS THE SCIENCES MIND HEALTH TECH SUSTAINABILITY VIDEO PODCASTS OPINION PUBLICATIONS

TECH

Foldit Gamers Solve Riddle of HIV Enzyme within 3 Weeks

The online game poses protein-folding puzzles, and participants provided insights recently that solved the structure of an enzyme involved in reproduction of HIV

By Michael J. Coren. Fast Company on September 20, 2011



COLLECTIVE INTELLIGENCE

The Universe of Human Knowledge

What you know →



ALTERNATIVE USES TASK

Grab a pen & paper

ALTERNATIVE USES TASK

List as many uses for
a brick as you can.



WHAT'S ON YOUR LIST?

- Boat anchor
- Build a house/wall
- Break a window
- Secure a tablecloth for a picnic
- Hold a tarp in place for a roof repair
- Displace water in a toilet tank
- Couch for a Barbie doll
- Hammer in tent stakes
- Coaster for a medieval knight
- Level a table with uneven legs
- Sharpen a knife
- Cook chicken under a brick
- Use as ballast for a boat
- Break into pieces and use as arrowheads



ONE TIP FOR BETTER BRAINSTORMING



FACTORS CORRELATED TO COLLECTIVE INTELLIGENCE

- Diversity of gender, race and social class
- Equity and inclusion in group dynamics
- Turn-taking
- Social sensitivity
- Psychological safety

- Evidence of a Collective Intelligence Factor in the Performance of Human Groups October 2010 [Science](#)
- On Racial Diversity and Group Decision Making: Identifying Multiple Effects of Racial Composition on Jury Deliberations <https://www.apa.org/pubs/journals/releases/psp-904597.pdf>
- Dittmann, A. G., Stephens, N. M., & Townsend, S. S. M. (2020). Achievement is not class-neutral: Working together benefits people from working-class contexts. *Journal of Personality and Social Psychology*, 119(3), 517–539. <https://doi.org/10.1037/pspa0000194>



PSYCHOLOGICAL SAFETY AND BELONGING

PSYCHOLOGICAL SAFETY

“Psychological safety is not at odds with having tough conversations – **it is what allows us** to have tough conversations.”
~Amy Edmondson, 2021



BELONGING MATTERS

- A sense of belonging in the workplace is the ONE single metric that is consistently tied to **workplace commitment, motivation and pride** (Paradigm, 2018)
- High belonging is linked to a **56% increase in job performance**, a 50% drop in turnover risk and a 75% reduction in sick days (HBR, 2019)
- Psychological safety is linked to better team performance and **greater innovation** (Google, 2012)
- LGBTQ+ employees who can be “out” at work are **30% more productive** than employees who must hide their sexual orientation (Frost, 2014)



The background is a low-poly geometric pattern composed of numerous overlapping triangles. The color palette is a gradient, starting with warm yellow and orange tones on the left side, transitioning through light beige and grey in the center, and ending with cool blue and teal tones on the right side. The text is centered horizontally and vertically over this background.

BUILDING AN INCLUSIVE CULTURE

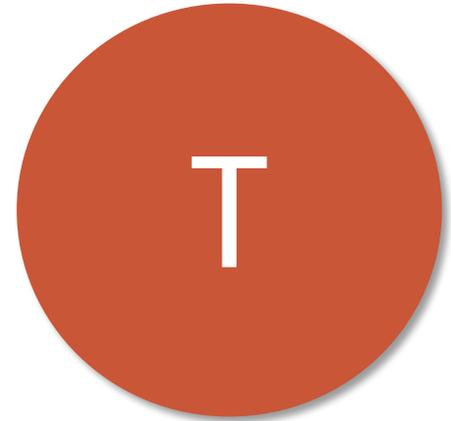
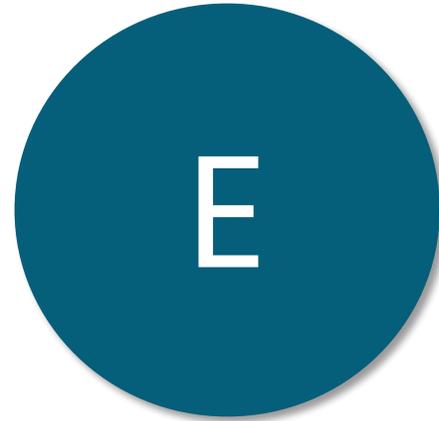
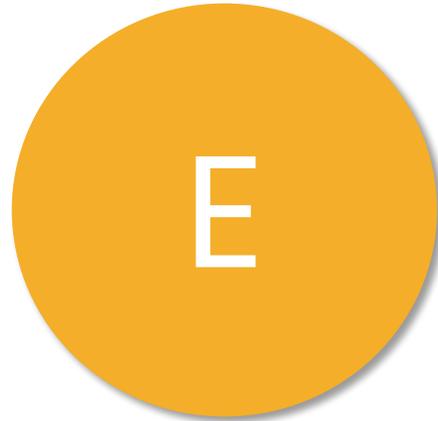


WHERE DOES CULTURE HAPPEN?

“Meetings are where culture forms,
grows, and takes hold.” ~HBR, 2019



THE MEET GUIDE



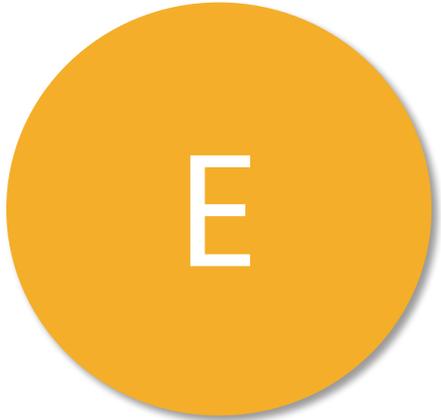
MAKE PARTICIPATION EASY



Intentional and thoughtful planning will bring out the best in everyone:

- Share the agenda ahead of time using collaborative tools
- Be mindful of your room setup
- Plan for virtual participation and inclusion

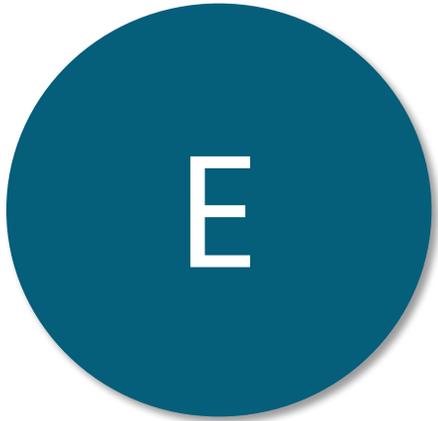
ENGAGE EVERYONE



Create a communication pattern that predicts success:

- Create a “no lurkers” rule
- Give each other the gift of your full attention
- Proactively invite each person to speak
- Redirect questions to the group
- Practice YES AND

ENSURE EQUITY

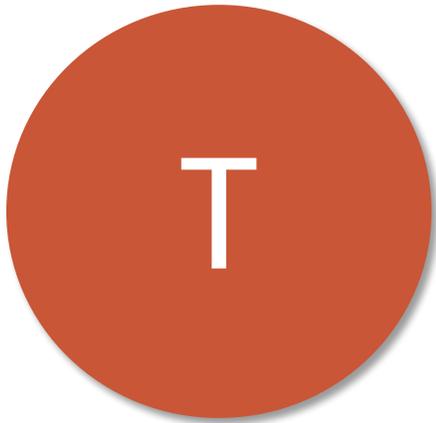


Observe the dynamics in the meeting & intervene to share the power:

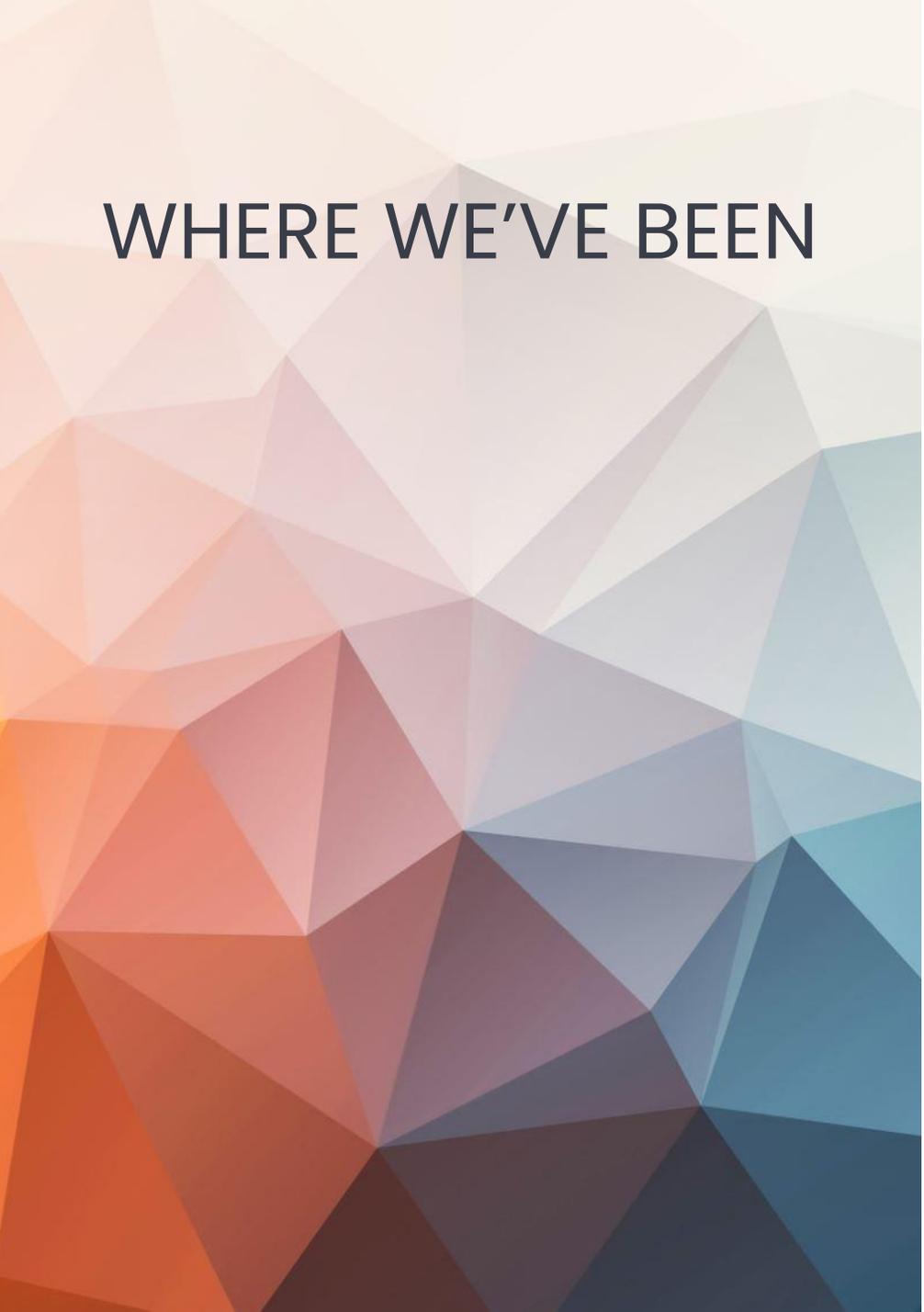
- Who's speaking the most?
- Who's been interrupted?
- Whose ideas are praised or valued?
- Who hasn't been acknowledged?
- Who's hanging back or checked out of the discussion?

TAP INTO COLLECTIVE INTELLIGENCE

Ask questions to encourage disagreement:



- What are we missing here?
- How might this go wrong?
- What holes can you poke in this idea?
- What challenges do you see?
- What's an alternative to this plan?
- Who's going to disagree with this, and why?
- Would you personally bet \$1000 on our success?

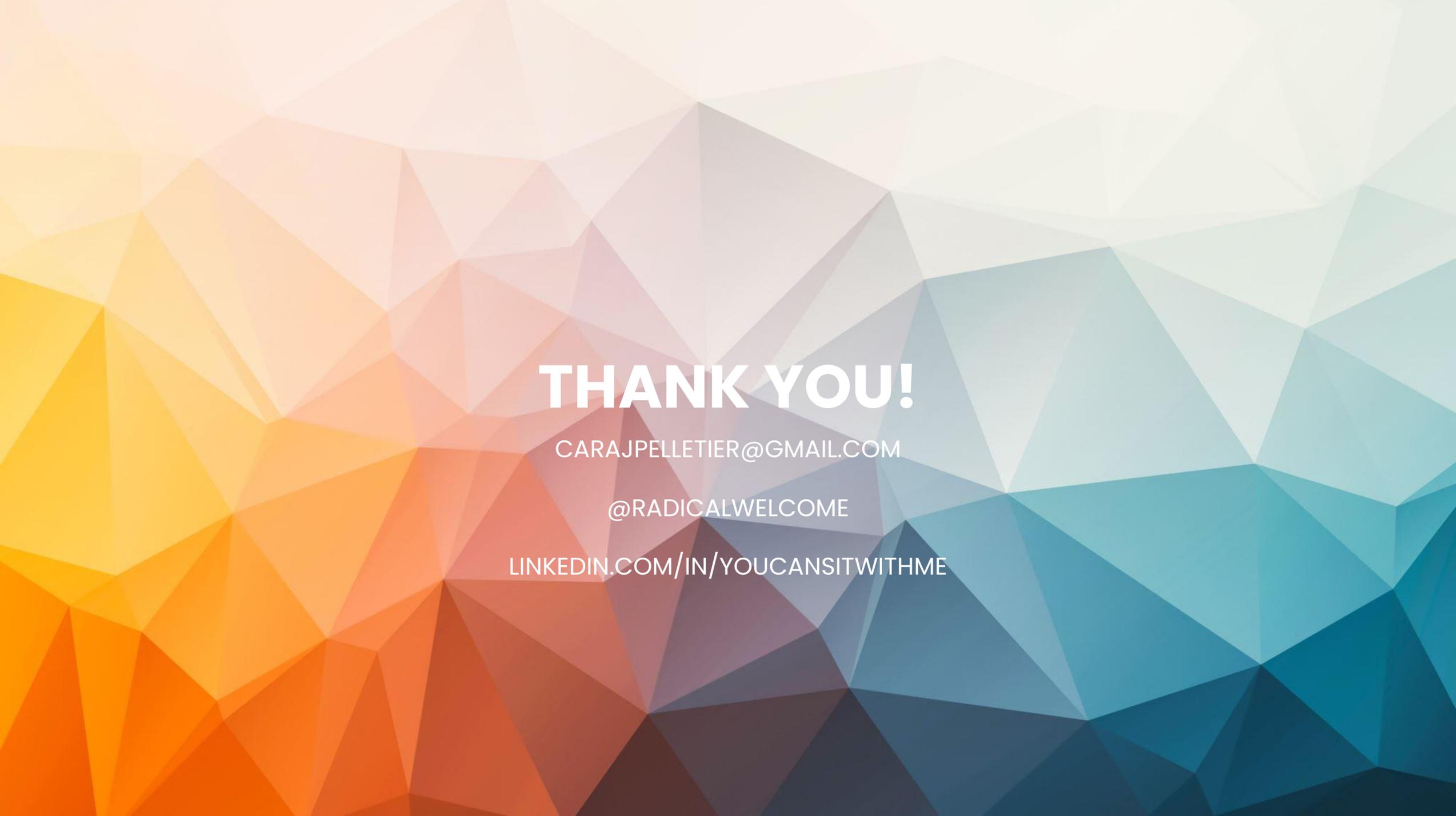


WHERE WE'VE BEEN

- Defining Diversity, Equity, Inclusion & Belonging
- The Power of Diverse Teams
- Psychological Safety and Belonging
- Building a Culture of Inclusion



Q&A



THANK YOU!

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