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 POWER OF DIVERSE TEAMS
DIVERSITY & BUSINESS RESULTS


Companies in the top quartile for racial/ethnic diversity are 33% more likely to have financial returns above industry medians (2015, McKinsey).

Companies that improved inclusion of persons with disabilities are 4x more likely to outperform shareholder returns of their peer group (2018, Accenture).

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
SUPERADDITIVITY

“One plus one can equal three — but only if the two 1s are diverse.”
DIFFERENTIAL PERCEPTION

What do you see?

Source: The Geography of Thought http://ns.umich.edu/Releases/2003/Feb03/r022703a.html
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.
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
PSYCHOLOGICAL SAFETY AND BELONGING
“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)
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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