



Becoming an Inclusive Leader

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Center for Leadership Development
Developing Visionary Leaders to Transform Government

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Objectives

Build *shared language* to discuss Inclusive Leadership.

Explore *what gets in the way* of Inclusive Leadership.



Agenda

Defining Inclusive Leadership

Why does it matter?

The Cost of Inclusion

Q&A



Expectations

Refrain from simplistic explanations

Honor the complexity

Invite you to “lean in” to the discomfort

We can't tick a box when it comes to Inclusion



Level Set





“Leadership”



- Leadership is an activity, not a person, title, or position.
- It can be exercised by anyone, anytime, anywhere.
- Your purpose must be clear.



Connect With Purpose



Why is it important for our mission to be inclusive?

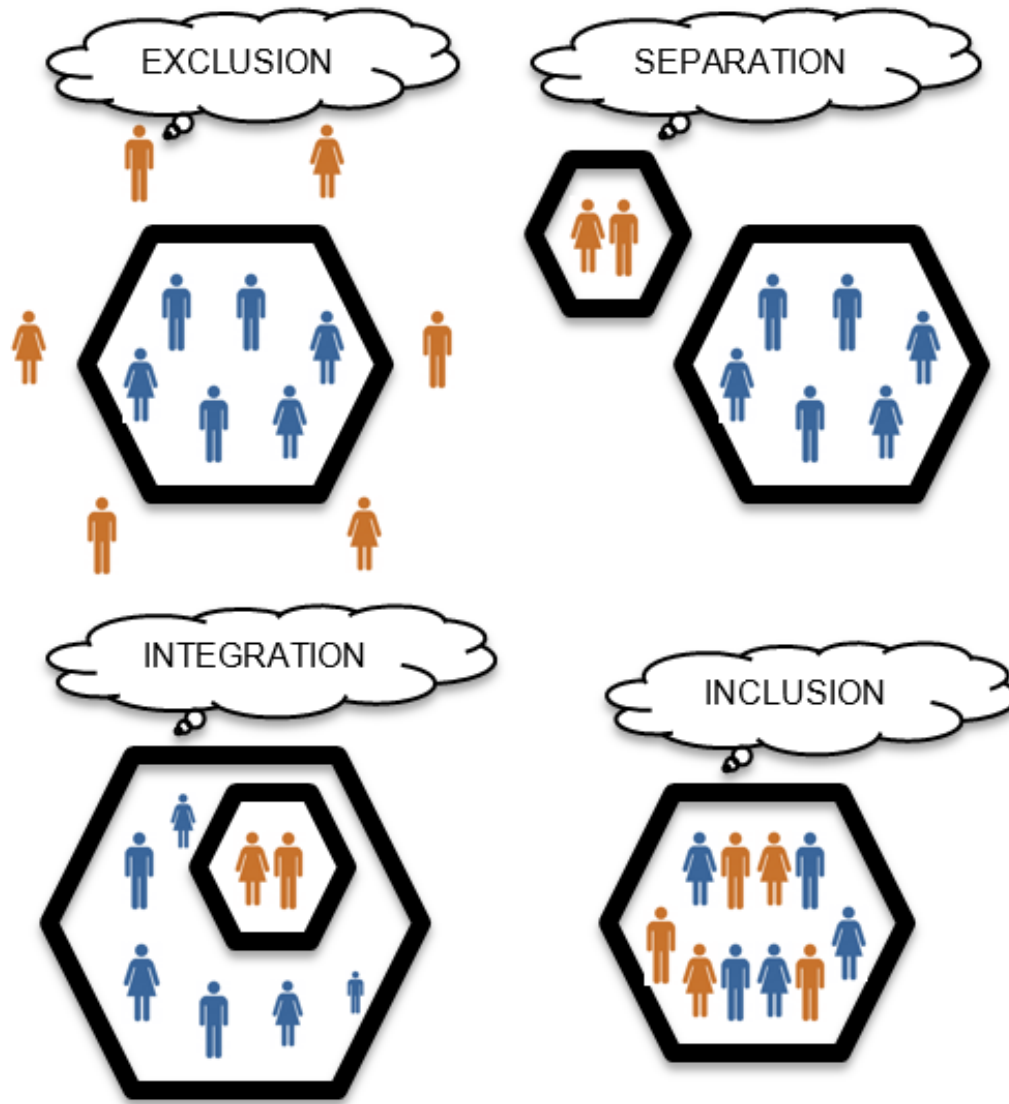


Distinguishing the Difference

Equity
Diversity
Inclusion



Exclusion, Separation, Integration, and Inclusion





Inclusion

An Inclusive Environment is one in which members feel respected by and connected to one another; where all members contribute to the formation of group goals and to the realization of those goals.

Inclusivity moves us beyond the *physical integration* of people toward the *integration of people's experiences, knowledge, and perspectives.*



BRIEFING ROOM

Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

JANUARY 20, 2021 • PRESIDENTIAL ACTIONS

Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.



Equality or Equity?



Equality

Equality is treating everyone the same.



Equality or Equity?



Equity

Equity is the *fair distribution of resources to give everyone equal opportunity for success.*



Equality and Equity What's the difference?



Equality does not mean Equity



Definitions: Equality and Equity

Equality is treating everyone the same. Equality aims to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

Equity is giving everyone what they need to be successful.



Diversity





Definition of Diversity

“the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”

Source: Society for Human Resource Management



Why include?





Chat Question



Why is it important to you to include others and create a culture in which people feel that they belong?



Myth Bust

Diverse Team



Greater
Innovation



Key Ingredient

Diverse Teams

+

Inclusive Environment

=

Greater Innovation



1. What gets in the way?

Keeping our cognition “fast & simple” is *efficient*

Limiting access to our In-Group is *natural*

Inclusion is intensive and risky



2. What gets in the way?

Inclusion beyond our In-Group boundaries is *resource-intensive* and *risky*

Thinking deeply and differently is *inefficient, slow* and *expensive*

Inclusion is effortful



3. What gets in the way?

Inclusion supports
Innovation & Collaboration

Inclusion is needed
Socially & Morally

BUT

Inclusion is **Intensive**

Inclusion is **Expensive**



4. What gets in the way?

*“People don’t resist change,
per se. People resist LOSS.”*

– Ronald Heifetz



Reflect



What behaviors have helped you feel included?



What might we do?

1. Pay attention to your impact
2. Seek out difference
3. Practice humility
4. “Lean in” to discomfort



One Nudge in the Right Direction



What will you do next?

- Pay attention to your impact**
- Seek out difference**
- Practice humility**
- “Lean in” to discomfort**



Suggested Resources

Article:

Article: “The Key to Inclusive Leadership” (HBR, 2020)

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>



OPM Course: “Inclusive Leadership in Action” Jun
28 – Jul 1

Aug 30 – Sep 2

<https://leadership.opm.gov/programs.aspx?course=329>





Questions / Comments





OPM HR Solutions Center for Leadership Development



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PUBLIC SERVICE RECOGNITION WEEK

Thank you for your participation & service to our nation!

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