

Promoting Equity, Diversity, Inclusion, & Belonging in Your Chapter



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LEARNING OBJECTIVES

- Build cultural self-awareness
- Become aware of unconscious bias
- Recognize the value of The Guides for Equitable Practice and how they can be used to promote EDI
- Share best practices related to cultivating a culture of inclusion in your chapter

Honoring Our Diversity and Intersectionality



DEEP DIVE TABLE TOPIC DISCUSSIONS

1. At your tables spend 15 minutes discussing the responses to the question assigned. Refer to the handouts at your table.
2. Select a spokesperson to share 1-2 representative responses from your table in 1-2 min.



Interrupting Unconscious Bias



What is bias?

A tendency or inclination that results in judgment without question.



**An automatic
response**



**A shortcut to quickly
interact with our
world**



Implicit Bias Defined

- It is an unconscious opinion, positive or negative, we have about a group or person.
- The attitudes or stereotypes that are taught and developed early in life. They strengthen over time and affect our understanding, actions, and decisions in an unconscious manner.

Learned Rules

How Unconscious Bias is Reinforced

Learned Rules

Life Experiences

School

Religion

Community

Media

Relationships

**WE SEE THE WORLD THE WAY
WE ARE, RATHER THAN THE
WAY IT IS**



POLL

Do you consider yourself an
Inclusive Leader

Yes or no?

The 6 C's of Inclusive Leadership

As I review them, reflect on your own level of effectiveness/inclusiveness of each trait. Give yourself a rating on a scale of 1 to 5.



Six C's of Inclusive Leadership

Commitment

Highly inclusive leaders are committed to diversity and inclusion because these objectives align with their personal values.

Courage

Highly inclusive leaders speak up and challenge the status quo and are willing to have difficult conversations.

Cognizance of Bias

Highly inclusive leaders are mindful of personal and organizational blind spots, and self-regulate to help ensure "fair play."

Curiosity

Highly inclusive leaders have an open mindset and a desire to understand how others view and experience the world.

Cultural Intelligence

Highly inclusive leaders are confident and effective in cross-cultural interactions. They practice self-reflection and discovery in order to build honest and trustworthy relationships (cultural humility).

Collaborative

Highly inclusive leaders empower individuals as well as create and leverage the thinking of diverse groups.

"Inclusive Leadership"

*This 1-hour virtual course is full of **data, stats, & strategies** that will teach leaders how to cultivate a more **inclusive and high-performing workplace culture**. Register today!*

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www.drshirleydavis.com/virtual-success-center

COMMITMENTS TO ACTION



On the post it notes provided, list 1 key action you will commit to take over the next 90 days to promote greater equity, diversity, and inclusivity in your chapter.

COMMITMENTS TO ACTION



**Please post your
responses on
the whiteboard**

Thank
you