

Why Inclusion Matters?

And how to be more inclusive.
Sara Salmani



Diversity

Demographic
Cognitive
Experiences

Inclusion

Sense of belonging
Psychological safety
Vulnerability

Equity

Recognizing barriers
Developing structures
Tools for opportunities

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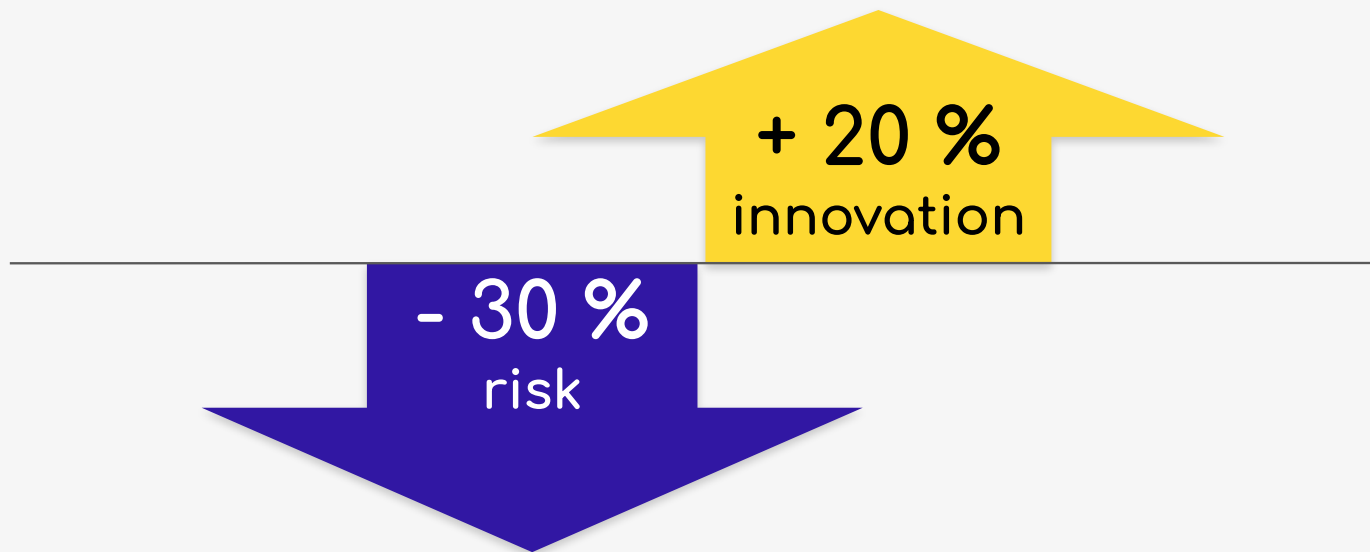
Global research proves that diversity increases innovation, improves decision-making, produces better financial results, and boosts effective problem solving.

Deloitte.
The Value of Diversity

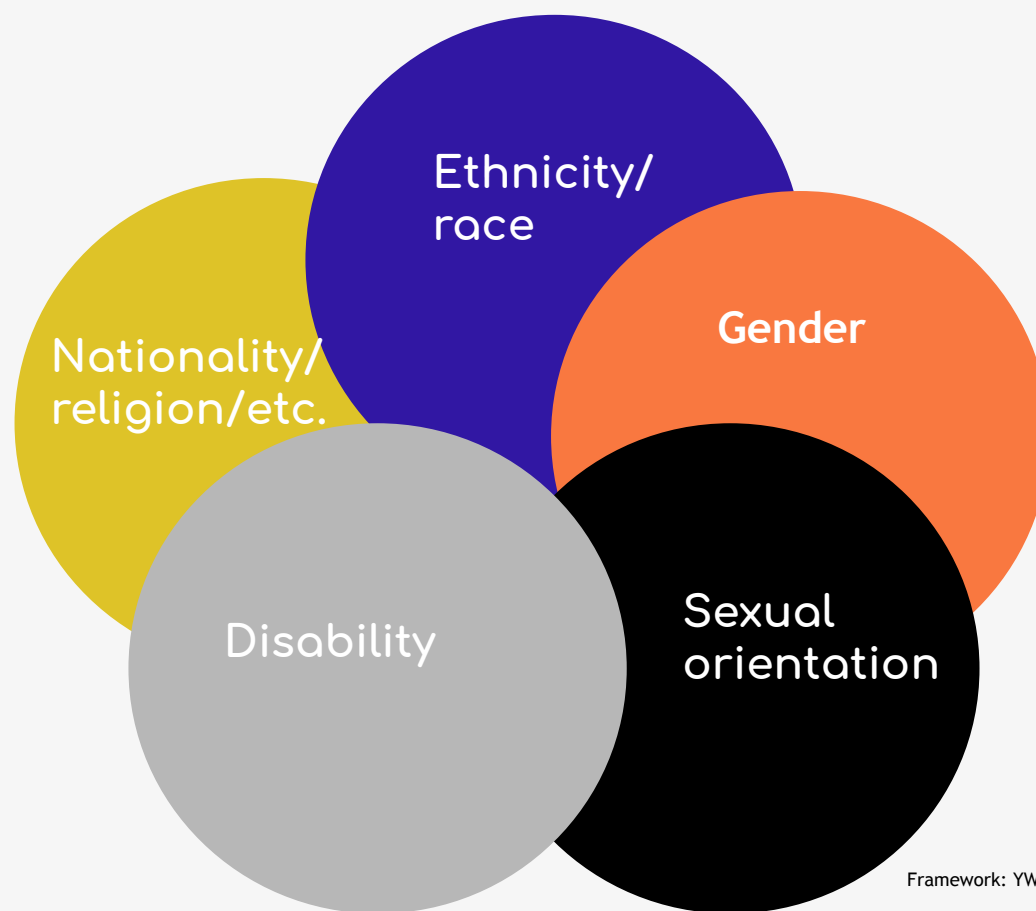


Forbes

McKinsey
& Company



Intersectionality



Framework: YW Boston

Diversity

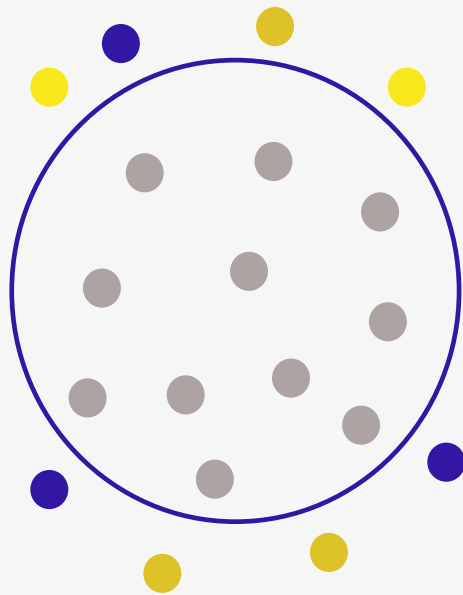
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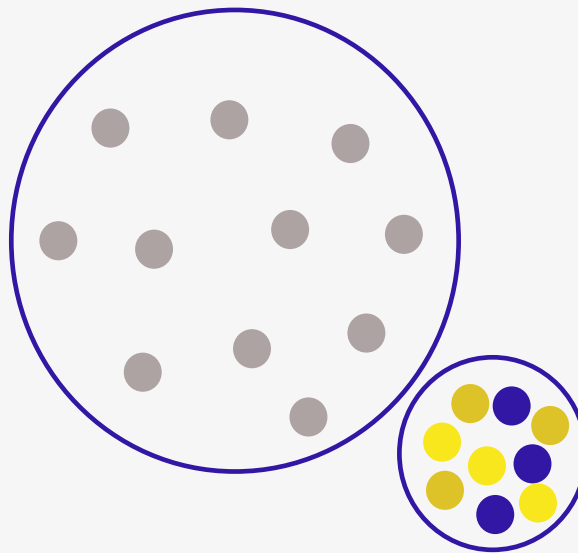
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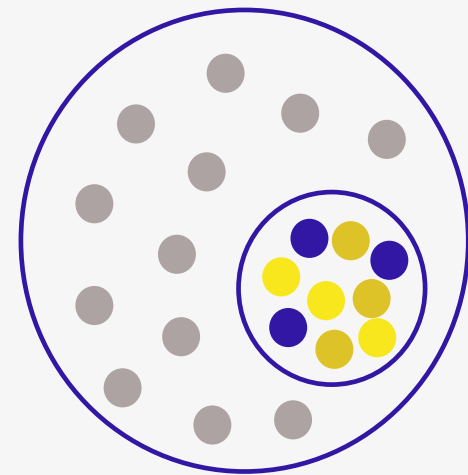
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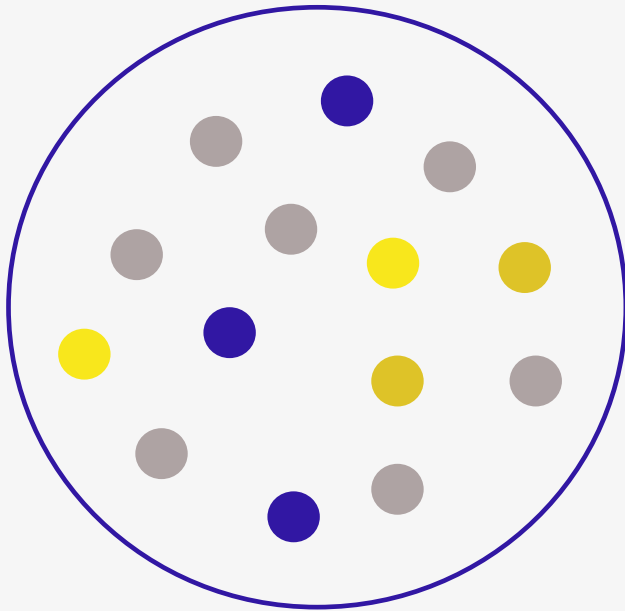
EXCLUSION



SEGREGATION



INTEGRATION



INCLUSION

Inclusion is an environment in which everyone is treated fairly, respectfully, and justly. It gives a *deep sense of belonging*.

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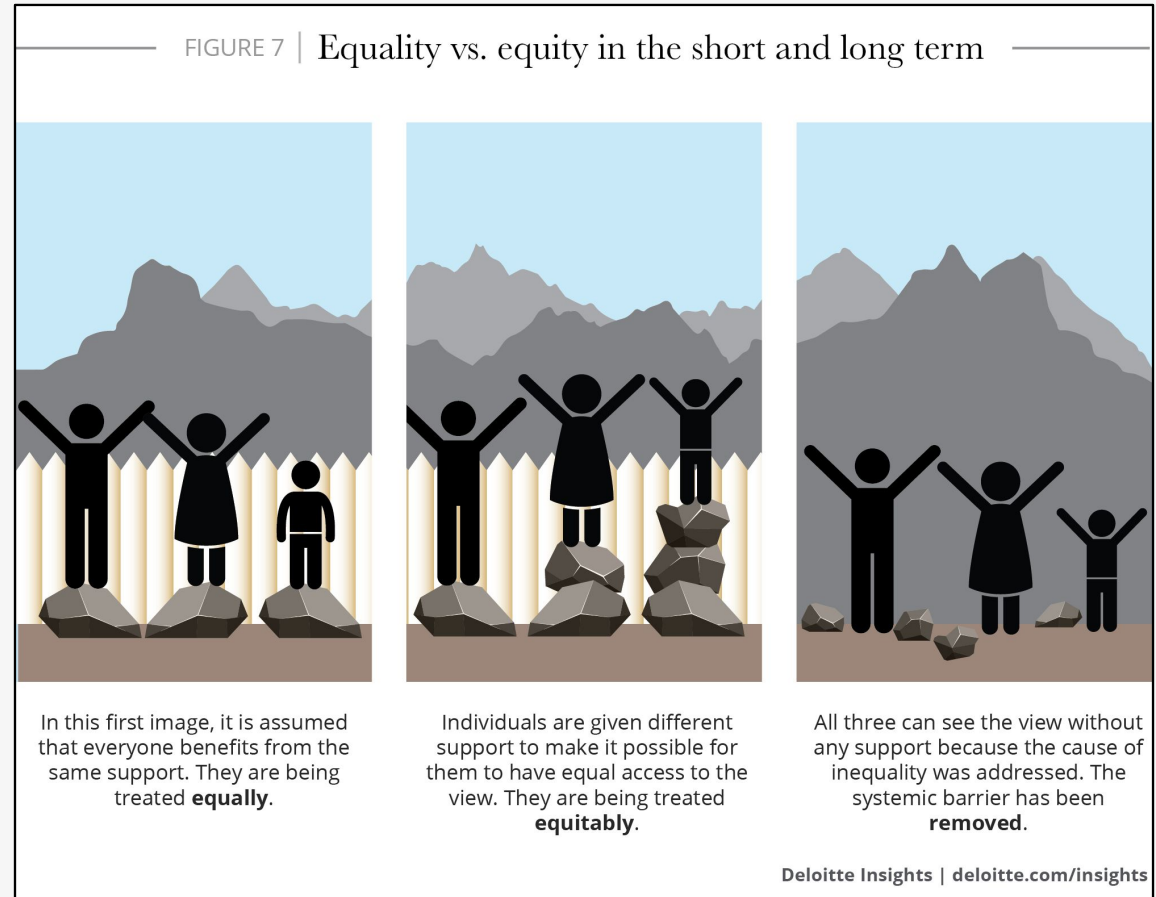
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Equality is treating everyone the same.

Equity is giving everyone the tools that they need to succeed.



Working towards equity **requires identifying possible barriers** and advantages.

Equity is an effort to ensure that processes, practices, resources and access to things are fair, and that they provide equal opportunities for everyone.

Student racism row ignites colonial board game debate

Costumes worn by University of Helsinki students at a game-themed event have led to a wider societal debate about the popular Star of Africa game.

3 Alabama Professors on Leave After 'Offensive' Halloween Photos Surface

The photos were taken at a campus party at the University of South Alabama in 2014. One professor wore a Confederate uniform. Two others posed with a whip and a noose.

Finland among most racist countries in EU, study says

Compared to 11 other European countries, Finnish residents with African backgrounds experience the most racism, according to a new EU report.

Researcher: "If there's a worker with a Finnish name, they'll probably be hired"

Research suggests a clear hierarchy of applicants with white Finnish women at the top and Somali men at the bottom.

Share



Why is this
happening?

Lack of diversity

- Homogenous teams making it more difficult to develop more inclusive products or services

Lack of representation

- Leading to and upholding the lack of diversity in working life

Privileges

- Societal structures that lead to power imbalance and lack of equity

Unconscious bias

- Unobjective decision-making and exclusive product/service design

Advancing DEI is not
just a state of mind, it
requires concrete
action.

Actions should apply to every area within an organization.

Strategy

Trainings

HR processes

Data & metrics

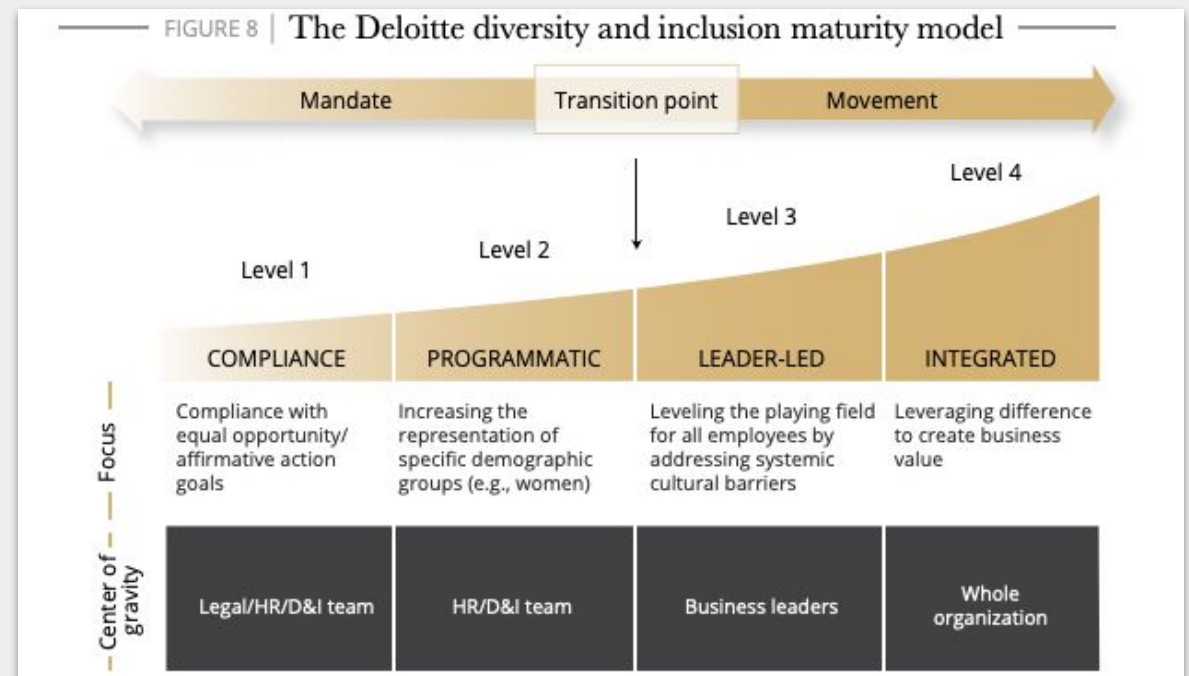
Culture & values

Accessibility

Marcomms

Inclusive leadership

When individuals' workplace experiences are driven by inclusive leadership, the result is a culture shift that reinforces diversity and inclusion.



Source: Deloitte 2018

Teams with inclusive leaders are...

17 %

more likely to
report HIGH
PERFORMING

20 %

more likely to make
HIGH-QUALITY
DECISIONS

29 %

more likely
to behave
COLLABORATIVELY

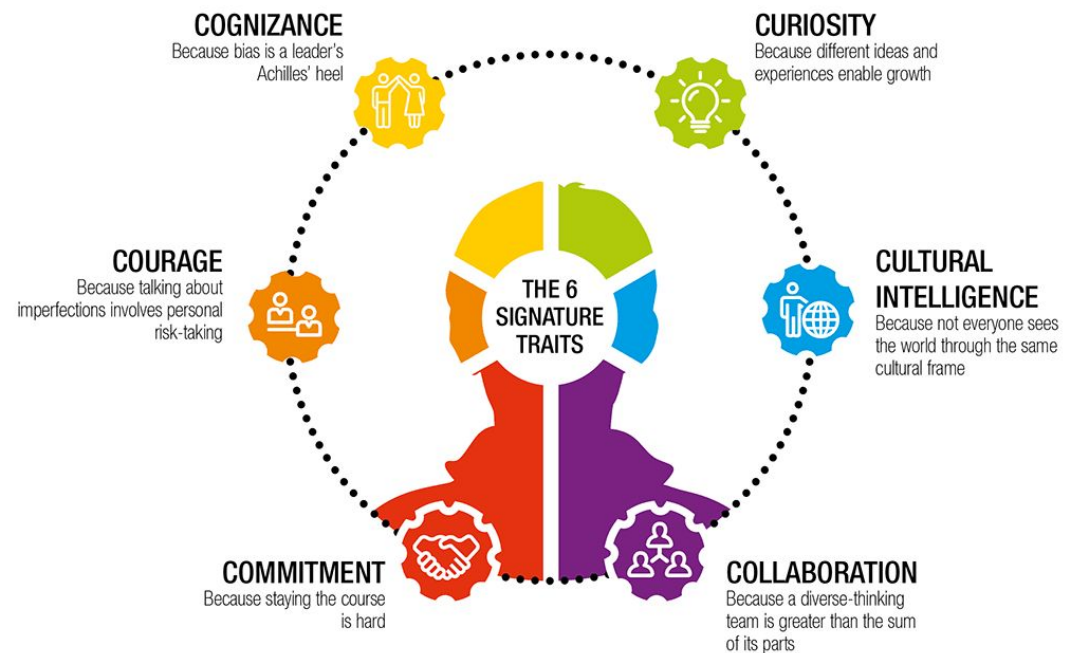
Source: HBR

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Source: HBR

Inclusive leadership assures that all team members feel they are treated fairly, are valued and sense that they belong.

SIX SIGNATURE TRAITS OF AN INCLUSIVE LEADER



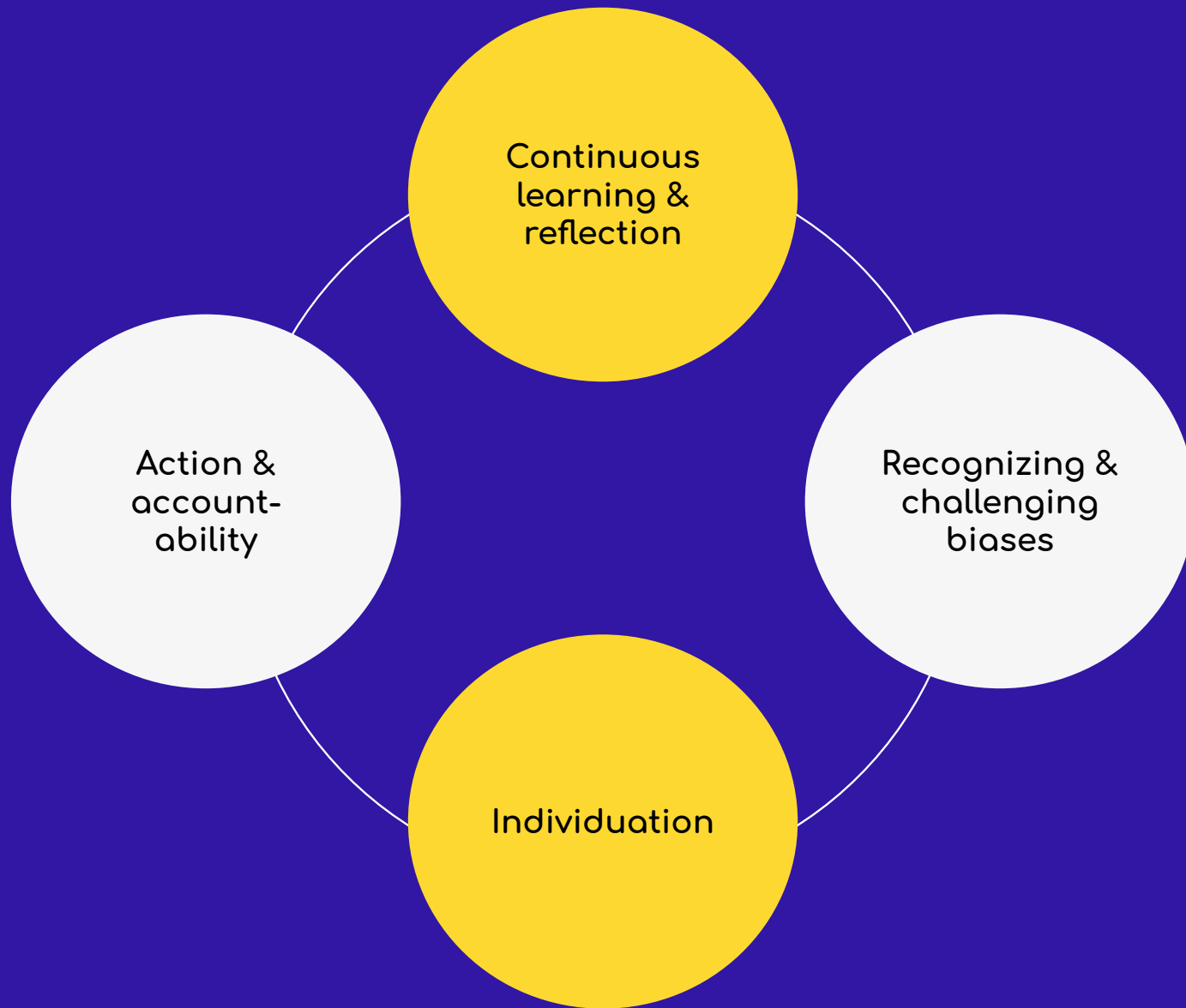
Source: HBR

Psychological safety is one of the key factors in best performing teams.

- If someone makes a mistake, it isn't held against them
- Members are able to discuss problems and tough issues
- Members of the team do not reject or talk down on others for being different
- Members do not place blame but take responsibility
- It is safe to take risks and try new things on the team
- It is easy to ask other team members for help
- No one on the team would deliberately undermine the efforts of others
- The team values everyone's unique skills and talents



What can I do?



As an individual you can:

- Actively seek knowledge and understand that this is a lifetime journey
- Assess which biases are most likely to affect you and your organization
- Review your approach to hiring
- Encourage team members to speak up about biases
- Challenge your own ways of thinking/perspectives
- Evaluate people based on their personal characteristics rather than those affiliated with stereotypes or their group
- Keep yourself in check - hold yourself and others accountable for making more objective and equitable decisions

Ask yourself:

Am I saying the right thing?

Have I listened enough?

What if I make a mistake?

Ask yourself:

Am I saying the right thing?

Have I listened enough?

What if I make a mistake?

Is what I'm saying/doing inclusive?

How can I empathize with what I've heard?

How can I reflect and hold myself accountable as a leader?

Inclusive Leadership checklist

Listen actively

Lead with example

Be accountable & reflect

Stay curious & hungry to learn more

Make time for open & safe discussion

Stay aware of your own biases

Actively seek out for different opinions

Challenge yourself to show vulnerability

Recognize & credit different types of
success



Maya Angelou,
Writer & Civil Rights Activist

“Do the best you can
until you know better.

Then when you know
better, do better.”

Thank you.

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