

The New Inclusion Quotient (IQ)

Organizational Inclusion Intelligence



Performance Consulting Services
James A. White Sr. CEO

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**Creating an inclusive workplace does not just happen...
it must be cultivated through intention.**

Notes:

[illegible]

Does An Inclusion Mindset Resonate Within Your Organization?

Quick Assessment: Litmus Test Rank each (1 lowest – 5 highest)



- _ Is inclusion amplified in the behaviors of your leaders?
 - _ *How is it amplified?*
- _ Is inclusion practiced in the network of your organizational practices?
 - _ *How is it embedded?*
- _ Is inclusion a shared belief held by members of the organization?
 - _ *Provide an example*
- _ Is inclusion visible in the way work gets done on a daily basis?
 - _ *Provide an example*
- _ Is inclusion evident in the behaviors of employees?
 - _ *Provide an example*

What is Inclusion Intelligence?

“Inclusive Intelligence” is a person’s ability to consistently and successfully incorporate others into their group.

Inclusive intelligence, is based on internalizing and practicing habits to be fair, open, cooperative, supportive, and empowering.

Notes:

Inclusion Intelligence Practices?

- **Fair:** The ability to exhibit a disposition that is free of favoritism and bias; impartial.
- **Open:** The ability to be free of a closed mind; receptive to new ideas, viewpoints, and people.
- **Cooperative:** The ability to work or act together willingly for a common purpose or benefit.
- **Supportive:** The ability to constructively help others.
- **Empowering:** The ability to help others contribute their full potential (resources & support).

The “inclusivity quotient” is the measurement of inclusive intelligence.

“The New IQ” is the most modern measure of organizational success and is designed for organizations to quantify their progress in diversity leadership and management.

Diversity Suite™

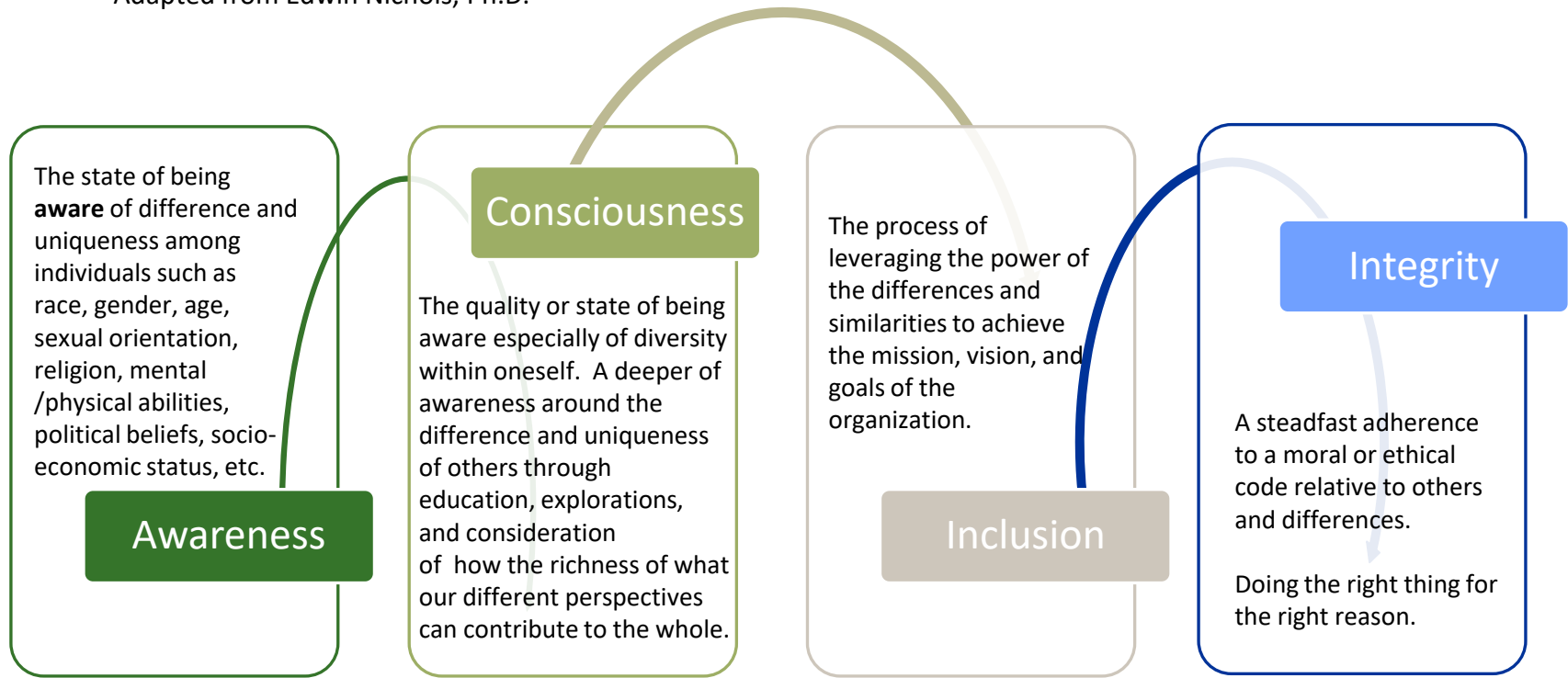
Definition of Diversity

Is the full utilization of all human resource potential. It is understanding and valuing uniqueness in others, while effectively mobilizing similarities and differences to achieve a common objective or goal.

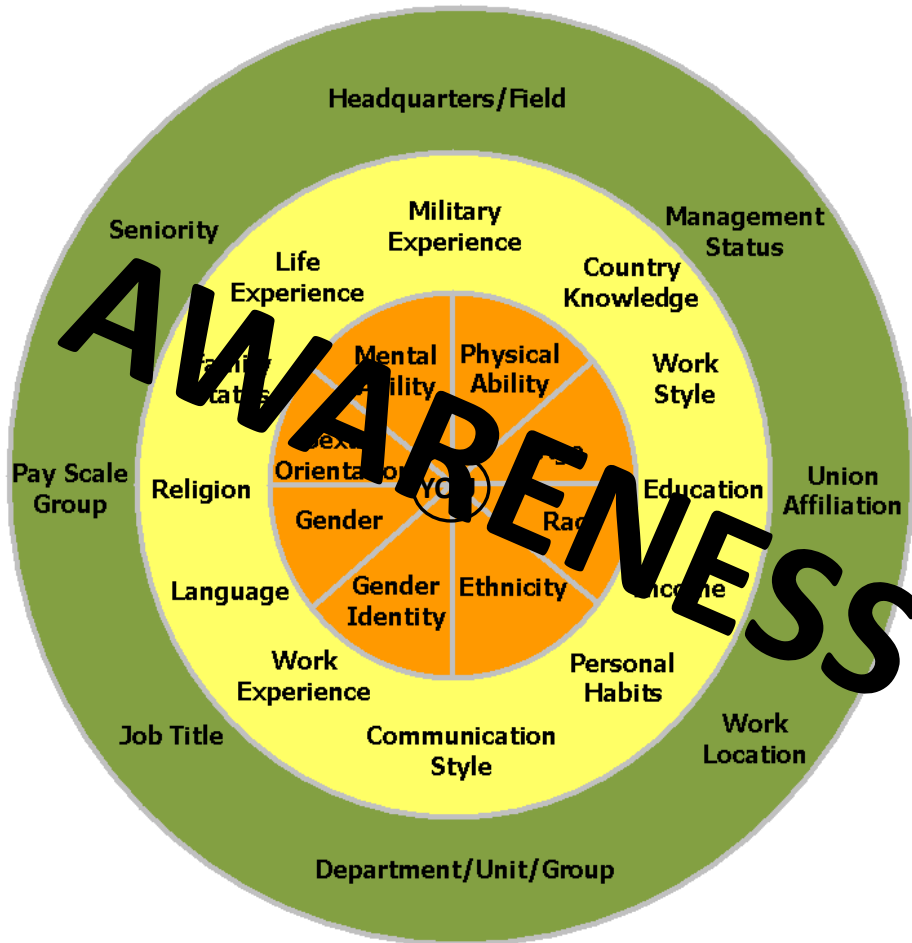
Adapted from Edwin Nichols, Ph.D.

Webster's Definition of Diversity

The condition of being different and having differences



The Dimensions of Diversity



© Lee Gardenswartz and Anita Rowe. Internal and External Dimensions are adapted from Marilyn Loden and Judy Rosener. *Workforce America!* (Business One Irwin, 1991)

Instructions:

1. Write your name in the circle in the middle of the page.

2. Write the names of the people in the boxes described.

A diagram for a socialization activity. In the center is a circle containing the word "YOU" with a horizontal line underneath it. Surrounding this central circle are ten rectangular boxes, each with a number and a description. The boxes are arranged in two columns of five. The left column contains boxes 3, 5, and 7. The right column contains boxes 4, 6, and 8. Between the columns, at the top, are boxes 1 and 2. At the bottom are boxes 9 and 10.

1. Mentored You

2. Mentored You

3. You Mentor/ed

4. You Mentor/ed

5. Closest Friend

6. Closest Friend At Work

7. Trusted Colleague

8. Trusted Colleague

9. Lunch/Coffee Break Friend

10. Manager/Supervisor

YOU

Socialization...

The Foundation for Inclusion Consciousness

Socialization is a term used to refer to the ***lifelong process of inheriting and disseminating*** norms, customs, values and ideologies, providing an individual with the skills and habits necessary for participating within their own society.

Probing Thought . . .

Were you socialized to be, culturally *inclusive*?




Yes/No/Maybe



Cultural Priming

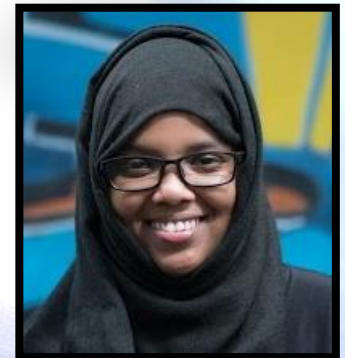
What created, shaped and/or influenced my inclusive/exclusion mindset?

List three things you were taught about how to enter act, engage and deal with people who are different than you (race, socioeconomic, gender, sexual orientation, age, religion, etc.)?

| 0 - 10 | 11 - 17 | 18 + | |
|--|--|---|----------------------|
|  |  |  | 1. _____ _____ |
| | | | 2. _____ _____ |
| | | | 3. _____ _____ |

"World View"

Your Cultural Lens



Norms
Values
Standards
Principles
Paradigms
Prejudices
Perceptions
Good/ Bad
Rights/
Wrongs

Your World View (Perception/Bias)

- Decisions
- Relationships
- Insight
- Communication

*Do you have an
Inclusive or Exclusion mindset?*

Rate yourself: 1(low)-5 (high)

1 — 2 — 3 — 4 — 5

Probing Questions . . .

From a cultural perspective, where is your department /organization stuck, relative to quality inclusion?



Why are we stuck as individuals, community, employees, organization and Nation?

What gets in the way of embracing an inclusive mindset?

What gets in the way of benefiting from and/or developing an inclusion intelligence?

Notes:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Where Are The Blind Spots?

- Where have you seen blind spots as it relates to others?
- Where might you have your own blind spots when it comes to culture and diversity?
- How do blind spots in any of these areas impact the workplace?
- What would be the most effective ways to eliminate the blind spots and pursue value in these areas?

Share with the people at you table, be prepared to report out.

Manifesting Inclusion

Inclusion exist when all people in the organization feel:

- **Equally Advantaged** (because hidden barriers are removed)
- **Appreciated** (because all differences are recognized)
- **Empowered to be Fully Authentic** by the organization and one another
- **Fully Informed** and know what they need to do to attain higher levels of personal and organizational success (because there is more transparency)
- **Included** in all pertinent processes and decisions, as well as the social fabric of the organization and
- **Engaged and Motivated** to bring their best work to bear on the organization's success

Source Kathleen Nalty Consulting



Human Dignity Manifest inclusion Intelligence

Dignity

The innate right to be valued, respected,
and to receive ethical treatment.

Human Dignity

Is expressed when the full utilization of all human
resource potential is adopted and implemented.

It is understanding and valuing uniqueness in
others, while effectively mobilizing similarities
and differences to achieve a
common objective or goal.

Personal Next Step Action Plan

| | |
|---------------------------------------|--------------------------|
| START the following action: | Steps and Timing: |
| STOP the following action: | Steps and Timing: |
| CONTINUE the following action: | Steps and Timing: |

Recommended Resources for Leading Diversity and Inclusion

- **OSU Kirwan Institute** - <http://kirwaninstitute.osu.edu/>

*Join Kirwan Institute - **Look Different Campaign for the Study of Race and Ethnicity**, a 7-day bias cleanse on race and gender that will provide you with daily tasks that will help you begin to de-bias yourself.*

- **Recommended Books:**

A Better World by Dan Houston, Leas Helms and Jim White Sr.

Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think and Do by Jennifer Eberhardt

Caste: The Origins of Our Disconnects by Isabel Wilkerson

- **How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive** by Jennifer Brown

The Inclusive Mindset: How to Cultivate Diversity in Your Everyday Life by Justin Jones

Ouch! That Stereotype Hurts: Communicating Respectfully in a Diverse World by Leslie Aguilar

Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X. Kendi

Subtle Acts of Exclusion: How to Understand, Identify and Stop Microaggressions by Tiffany Jana, Michael Baran

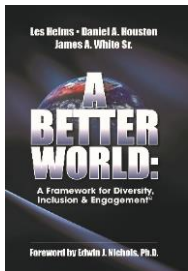
White Fragility : Why It's So Hard for White People to Talk About Racism by Robin DiAngelo

Thank You!!!

Setting the Standard for Exceptional, Meaningful and Measurable Results!



James A. White, Sr.
Performance Consulting Services
131 Franklin Park West, Columbus, Ohio 43205
Phone: 614- 252-3266 Fax: 614-258-2503
jwhite2@columbus.rr.com / www.pcstraining.com



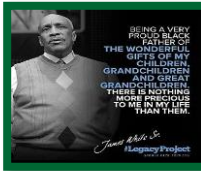
James A. White Sr. co-author of a book on the topic of diversity, culture, consciousness, inclusion and integrity entitled: **A Better World: Understanding How Your Personal Operating System Affects Culture, Diversity & Inclusion**. Les, Dan, and Jim have a combined total of more than sixty years: training, consulting, coaching, and teaching in the public and private sectors.



James was selected to speak at a **TEDx Columbus** event on the topic of diversity and race relations. As a result, he was selected as an **International TEDtalks.com** presenter and has received over 1.5 million hits, which lead to a **CNN International interview** on the subject of Race Relations and Law Enforcement in America.

http://www.dispatch.com/content/stories/local/2015/02/24/TEDx_speaker_addresses_racism.html

<http://www.cnn.com/videos/tv/2015/04/10/wbt-curnow-race-in-usa.cnn>



In April of 2015, James was asked to take part in **The Legacy Project – Echoing Greatness**, a project and website designed to inspire people through the experiences and lessons learned from others. Also featured on the project are Oprah Winfrey, Deepak Chopra and other notable speakers and leaders.

<http://thelegacyproject.co.za/james-a-white-sr-interview-president-ceo-of-performance-consulting-services/>