

The New Inclusion Quotient (IQ) Organizational Inclusion Intelligence



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O4A Annual Conference for the Aging and Disability Network 2022

The New Inclusion Quotient (IQ)

Organizational Inclusion Intelligence

**Creating an inclusion-conscious workplace does not just happen...
it must be cultivated through organizational alignment and intention.**

We will explore how embracing diversity, equity, and inclusion **make us smarter**.

This new IQ (Inclusion Intelligence/quotient) concept introduces the **brain science** behind inclusion intelligence and how to **leverage it as an organizational tool** to improve performance, **innovation**, work relationships, employee safety, morale, and job satisfaction.

Notes

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 embedded 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*

Diversity Suite™

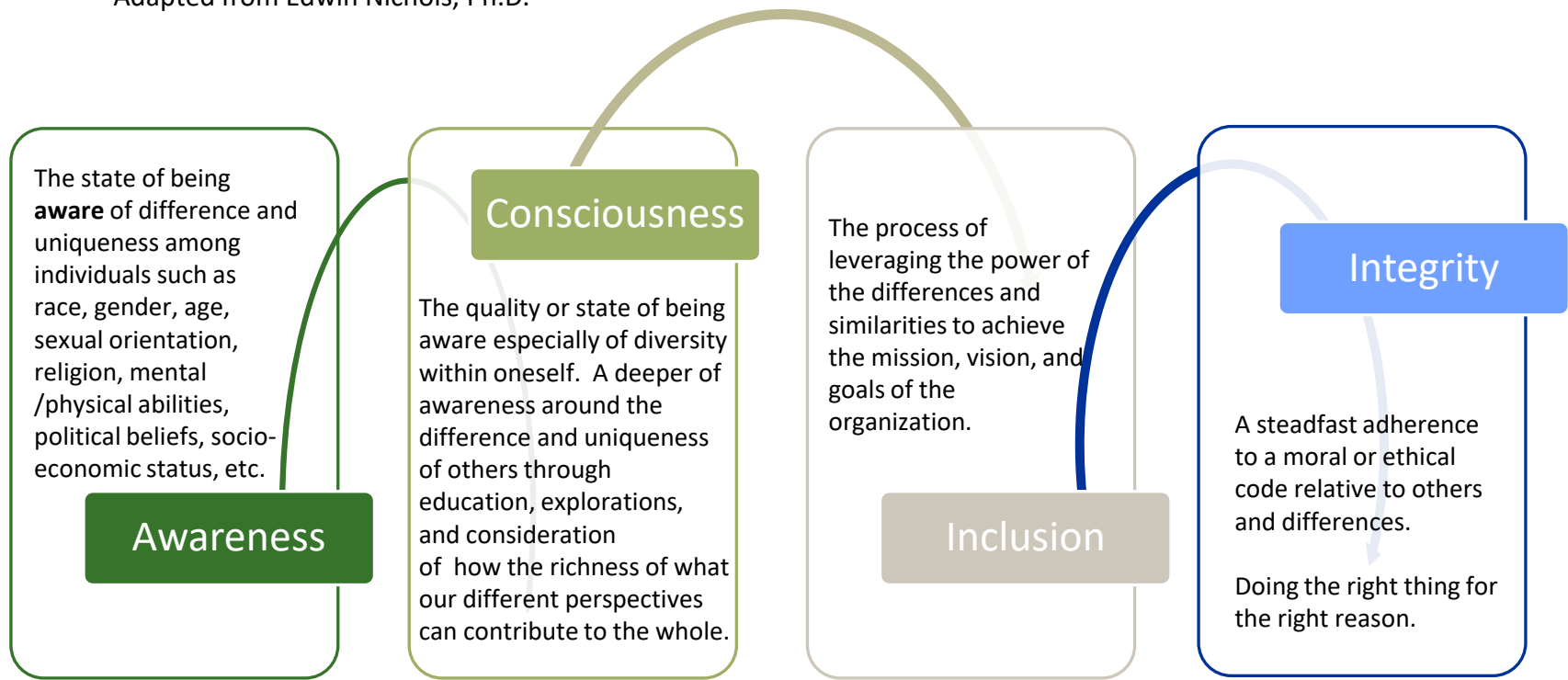
Definition of Diversity

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.

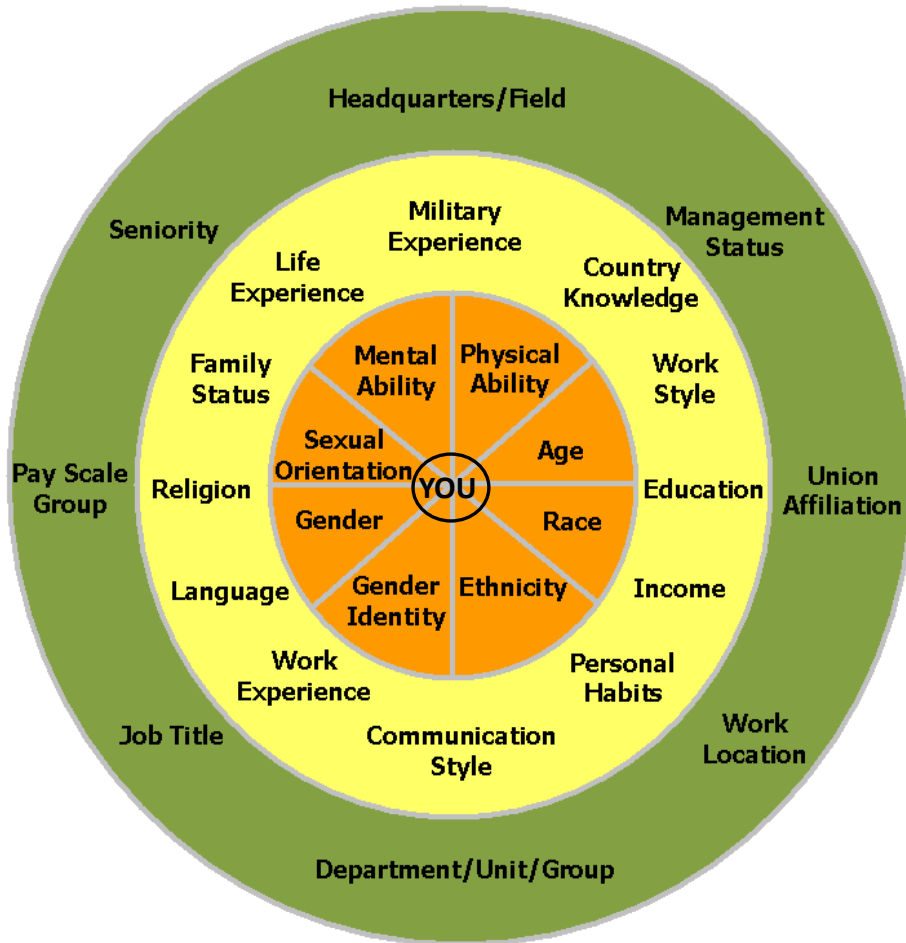
Adapted from Edwin Nichols, Ph.D.

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)

Name: _____



The Dimensions of Diversity Activity

Select the top five dimensions from the wheel that would best describes you to a cohort member you have or will be working with in some capacity.

Convene into diverse groups of three and following the directions below:

Take two minute to share the top **three** of your five selections. Give a brief explanation. Be prepared to report out.

1. _____
2. _____
3. _____
4. _____
5. _____

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.

Socialization Activity

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 of a role. The boxes are arranged in two columns of five. The roles are: 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, and 10. Manager/Supervisor.

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

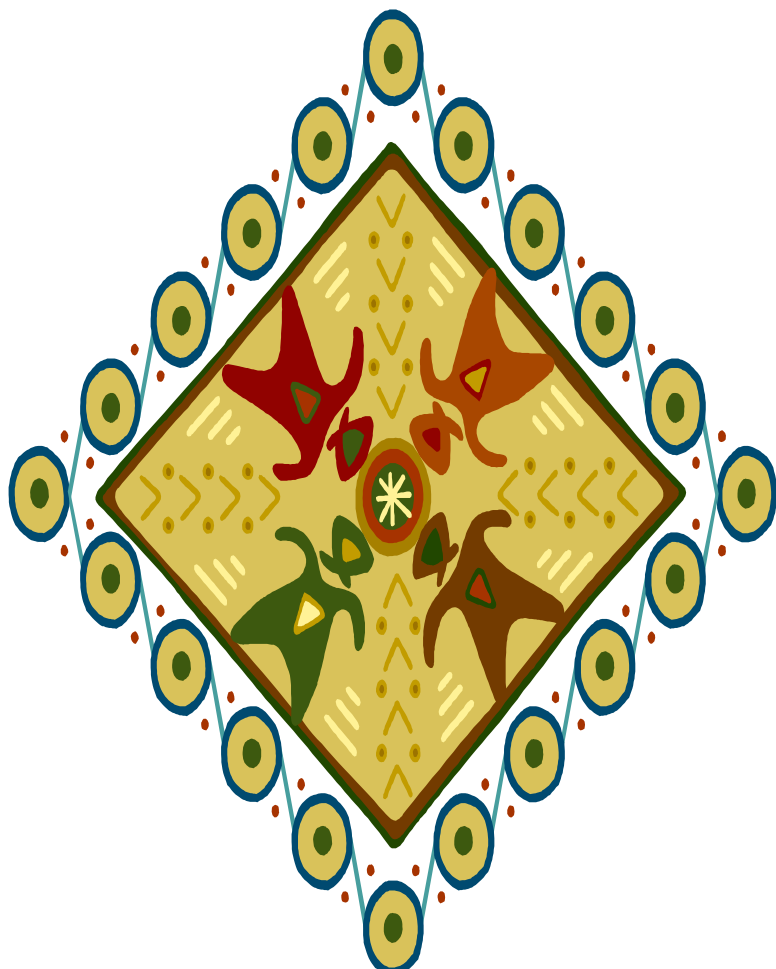
8. Trusted Colleague

9. Lunch/Coffee Break Friend

10. Manager/Supervisor

YOU

Global Beads Activity



“Don’t Expect,
What You Don’t Inspect.”

Examining your
Conscious Comfort Zone



Diversity Makes You Smarter...

What Is Your Level of Inclusion Intelligence

Who is Sitting in the Chairs Around You?



Every System Is Designed To Get Exactly What It Is Getting!

People primarily exhibit attitudes, practices, actions, and behaviors that are ***professionally expected and/or accepted as the norm*** and modeled/reinforced in their workplace/cultural environment!



An Inclusive Intelligent Culture

Culture Defined...

Culture is a way of life of a given group of people passed down from one generation/ time period to the next through learning and experience.

Culture is like the air we breathe: We take it for granted, rarely think about it, and assume our world view is merely the human viewpoint.

Culture is as pervasive and invisible as the air around us. *It's our programmed beliefs, many of them hidden, our mental map, our view of reality.*

Manifesting Inclusion

Inclusion exists 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

Practical Application

BINGO ACTIVITY INSTRUCTIONS:

Creating an inclusive workplace (a more productive, innovative and profitable organization) depends on micro-affirmations greatly outnumbering micro-inquiries. **Over the next three months complete as many of the small tasks listed on the BINGO card below as you can.**

Take notes for each completed task to describe your actions. Be prepared to share and compare your findings with the team in subsequent Evolving Leader sessions. The person with the most completed squares in each session wins and can claim to be an Inclusion Intelligence Leader.

This activity can also be used to share among staff, or you can build your own BINGO board.

Source Kathleen Nalty Consulting

Inclusion exists when people feel:	B	I	N	G	O
Equally Advantaged	Invite someone in the office whom you don't know to go to coffee or lunch to get to know them better.	Consider the entire list of people when selecting (for award, promotion, work assignment, invitation to event).	Give more meaningful feedback to someone to help them succeed.	Be and "upstander" (not a bystander) by intervening & speaking up when you witness an inequity.	Take one or more Implicit Association tests to identify unconscious biases.
Appreciated	Discuss with a colleague how being "blind" to differences actually makes people more biased.	Sit with people who have different social identities at a conference or social event.	Learn about common micro-inequities experienced by a colleague who is socially different from you.	Thank someone who may not always receive recognition for a job well done.	Seek out a different perspective before making a decision.
Empowered To Be Fully Authentic	Make it safe for people to offer dissenting opinions or criticism.	Read a book, watch a movie or video on a diversity topic that impacts people you serve or work with.	Tell a colleague you value them and their unique contributions.	Find something you have in common with a colleague you don't think you have anything in common with.	Remember and acknowledge a colleague's cultural or religious holiday/event.
Fully Informed	Invite someone to a meeting who could benefit from the knowledge shared.	Propose an idea to break down a silo in the organization.	Mentor or sponsor a colleague who is socially different from you	Propose an idea to make a process more open and transparent.	Without breaking any rules, share insider information with someone usually left out of the information loop.
Included	Find a colleague who feels like an outsider and do something to make them feel like they belong.	Introduce a colleague to a key networking contact.	Take a different colleague to a pitch or client/customer meeting.	Share the unwritten rules with a colleague to help him/her be more successful.	Ask for every person's ideas in a meeting.
Engaged And Motivated	Give a stretch assignment to someone different and support them to be successful.	Ask a colleague how they are doing and really listen to their answer.	Learn about a colleague's unique strength, skill or perspective and help him/her develop or incorporate it in their work	Contribute to the organization's inclusion and diversity efforts through committee service or leadership.	Tell someone who is usually left out what she or he adds to the group.

BOTTOM LINE



If you are not intentional about inclusion...
It is “certain” that you are intentionally excluding!



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

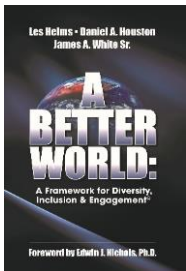
Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X. Kendi

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!



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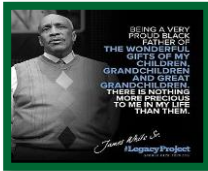
James A. White Sr. co-author of a book on the topic of diversity, culture, consciousness, inclusion and integrity entitled: **A Better World: Understanding How Your Personal Operating System Affects Culture, Diversity & Inclusion**. Les, Dan, and Jim have a combined total of more than sixty years: training,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