

Conscious Inclusion

Women in Nuclear - 31.1.19

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The Business Case for Conscious Inclusion

Employees in Diverse and Inclusive Organisations

 + 57%	 + 24%	 + 21%	 + 11%
performance against goals	retention	emotional commitment to colleagues	discretionary effort

CEB, 2010

Diverse groups' creative ideas were rated significantly more feasible and effective.

McLeod, Lobel, & Cox 1996

Racial diversity tends to **improve the performance of decision-making groups.**

Homogenous teams feel more effective and may feel more comfortable; however, uncomfortable is good. **Diverse groups are more accurate.**

Sommers, 2006

Adding women to all-male teams increases the teams' group intelligence, which accounts for **40% of performance** on a wide range of tasks, greater than the impact of individual IQ.

Woolley, Chabris, Pentland, Hashmi, & Malone 2009



How Conscious Inclusion Lifts Performance

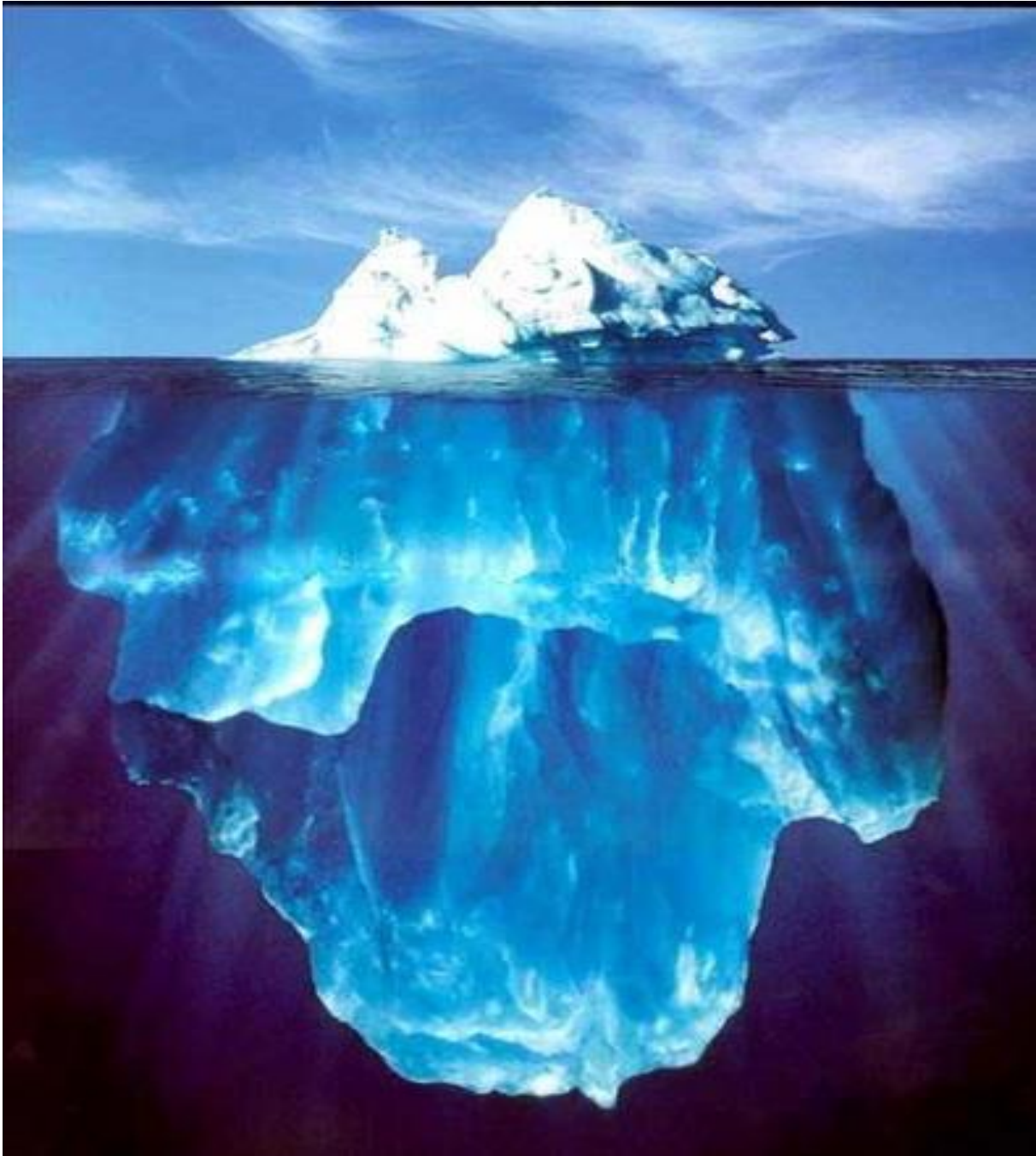
1. Raises overall **team intelligence** by increasing social intelligence
2. Having **multiple perspectives** improves both problem solving and creativity
3. **Reduces mindless conformity** which helps reduce errors
4. People feel more engaged in a safe environment where they can **speak freely**

Unconscious Inclusion

Conscious Inclusion

Unconscious Bias

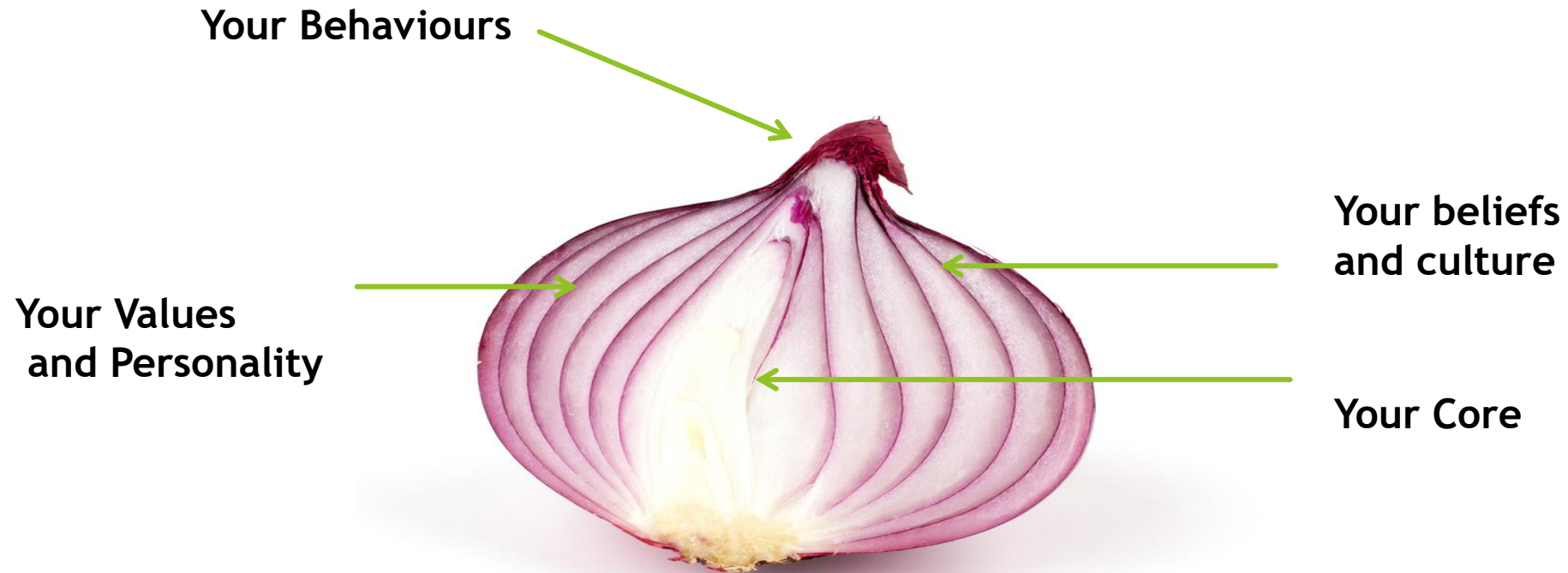
Diversity



Below the Surface (some of.....)

- ▶ Religion preference
- ▶ Values
- ▶ Ethics
- ▶ Personalities
- ▶ Beliefs
- ▶ Marriage/Relationship/Family
- ▶ Sexual Preferences
- ▶ Abilities/Skills
- ▶ Education
- ▶ Exposure to other cultures
- ▶ Intelligence
- ▶ Motivations
- ▶ Learning Styles
- ▶ Preference
- ▶ Geographical Differences
- ▶ Some physical abilities/disabilities
- ▶ Motivations/Preferences
- ▶ Friends/Social Circles
- ▶ Morals
- ▶ State of Health
- ▶ Confidence
- ▶ Political Views
- ▶ "Vices"
- ▶ Habits/Routines
- ▶ Working patterns/style
- ▶ Hobbies and interests
- ▶ Experiences
- ▶ Successes
- ▶ Cultural Influences
- ▶ Outlook on life
- ▶ Remainer or Leaver
- ▶ Upbringing
- ▶ Skills/Knowledge/Experience
- ▶ Emotional Intelligence
- ▶ Ambitions
- ▶ Criminal Records
- ▶ Priorities/Goals
- ▶ Open Mindedness
- ▶ Sense of humour
- ▶ Professions/careers/roles
- ▶ Level of honesty
- ▶ Common Sense
- ▶ Love of animals (or not)
- ▶ Strengths/Weaknesses
- ▶ Passions

Your Onion



When was the last time you.....

- ▶ - Said “hello” to a homeless person?
- ▶ - Made eye contact and smiled at someone who was in a wheelchair?
- ▶ - Ask someone why they chose to remain or stay?
- ▶ - Assisted an elderly person on or off a bus?
- ▶ - Asked a question about someone’s religion to learn more?
- ▶ - Asked a colleague who does not speak much about their interests or hobbies?
- ▶ Asked someone to turn down their volume rather than give them a dirty look?
- ▶ - Asked someone with a fiery temper how they are coping with their own workload?
- ▶ - Said “good morning” to a train attendant or platform employee?

**Awareness of unconscious bias is not enough
on its own - it needs to be combined with
a mindset of being consciously inclusive.**

**Self Awareness is the first step
to conscious inclusion**

If you aren't actively including,
you're probably
accidentally excluding

How can you be more consciously Inclusive?

- ▶ Be self aware - know what your bias' are
- ▶ Seek to know people better - ask more questions
- ▶ Truly listen to people
- ▶ Pay attention to people's non verbal language
- ▶ Practice empathy
- ▶ Ask “why not” instead of “why”?
- ▶ Relish differences



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