



Inclusive Leadership

Understanding & Counteracting Unconscious Bias

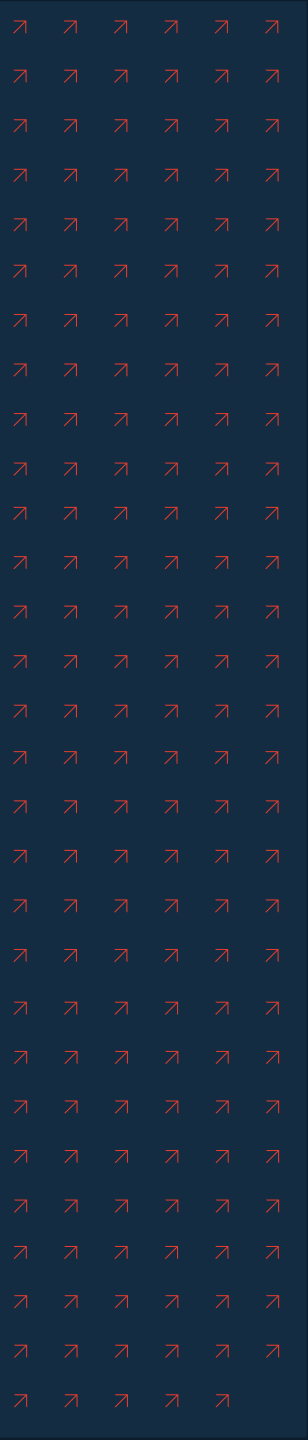
CHRISTA D. NEWSOM
Enterprise DEI & Culture Manager

About Me.



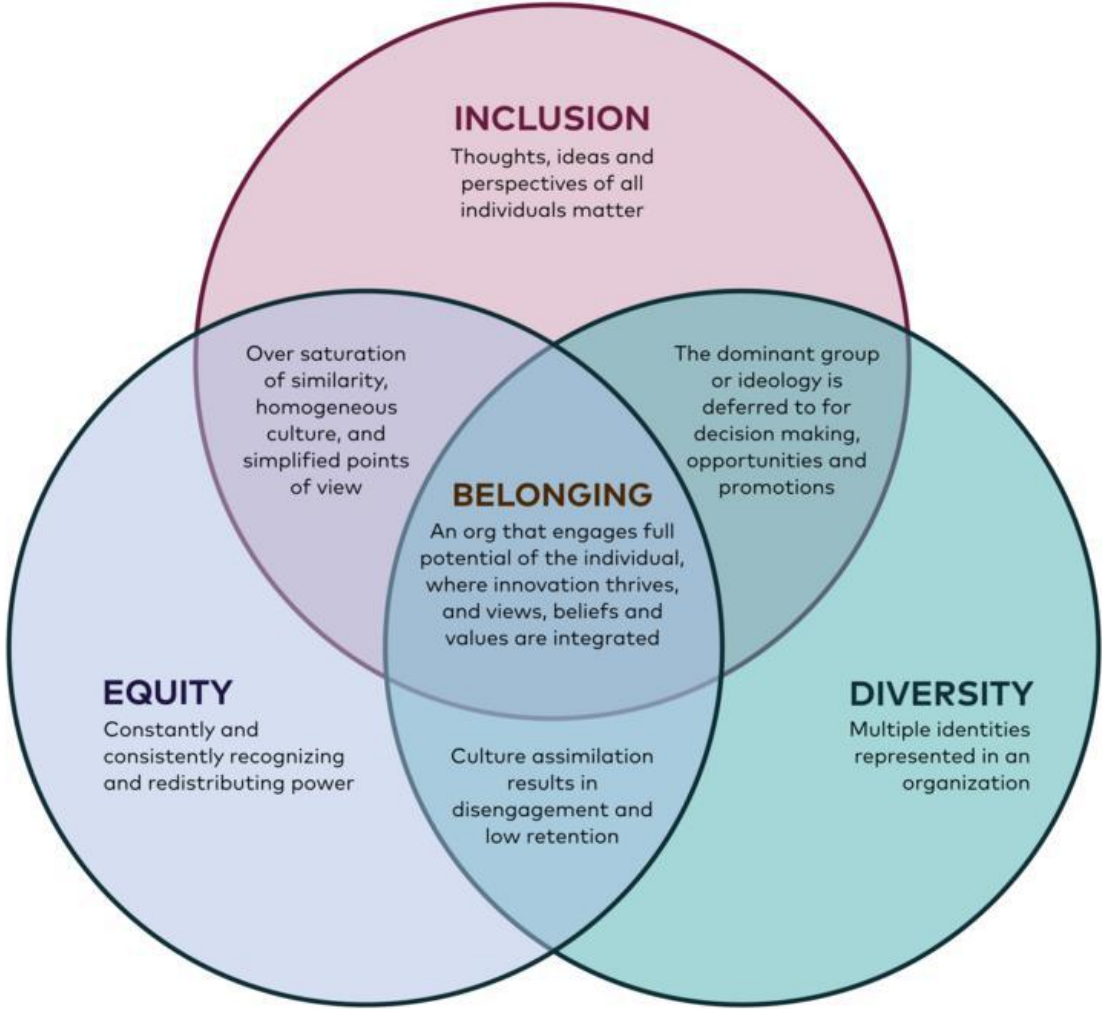
Today's Topics

- What is Diversity, Equity, Inclusion and Belonging?
- The Business Case for DEIB
- Unconscious Bias
- 6 Traits of Inclusive Leaders



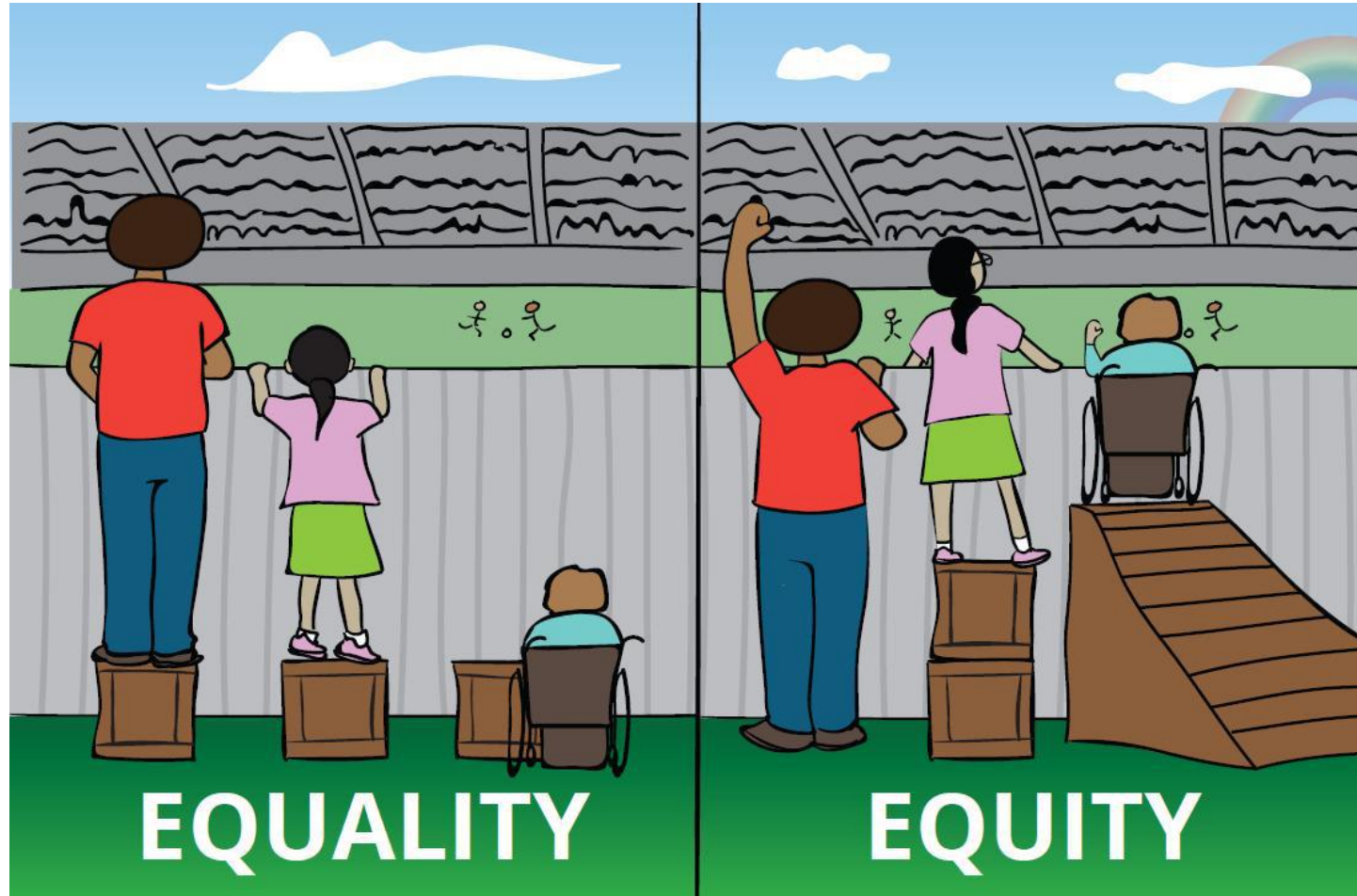
Level Setting

What is DEIB?



Source: Krys Burnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 21, 2019

Why is everyone talking about Equity?



The Business Case for DEIB

Diversity is a key driver of innovation

“Equity is a leading factor in our vision for New Jersey’s clean energy transformation”
- *Former PSEG Chairman, President & CEO Ralph Izzo*



Companies in the top quartile for gender diversity within executive teams were 25 percent more likely than companies in the fourth quartile to have above-average profitability.

The strongest diversity results had a direct effect on performance—4.8 percent more likely to be profitable.

Companies with greater ethnic and cultural diversity in the top quartile had a 3.6% increase in profitability.

McKinsey: Diversity Wins 2020 Report



What are Unconscious Biases?

Unconscious biases are thoughts or feelings that you are not aware of that influence your judgments. These biases are rooted in your preferences for or against something.

Your preferences may lead you to having favorable or unfavorable biases.

(i.e., Everyone from my town is fantastic {favorable bias} or everyone from that generation is lazy {unfavorable bias}.)



WHO

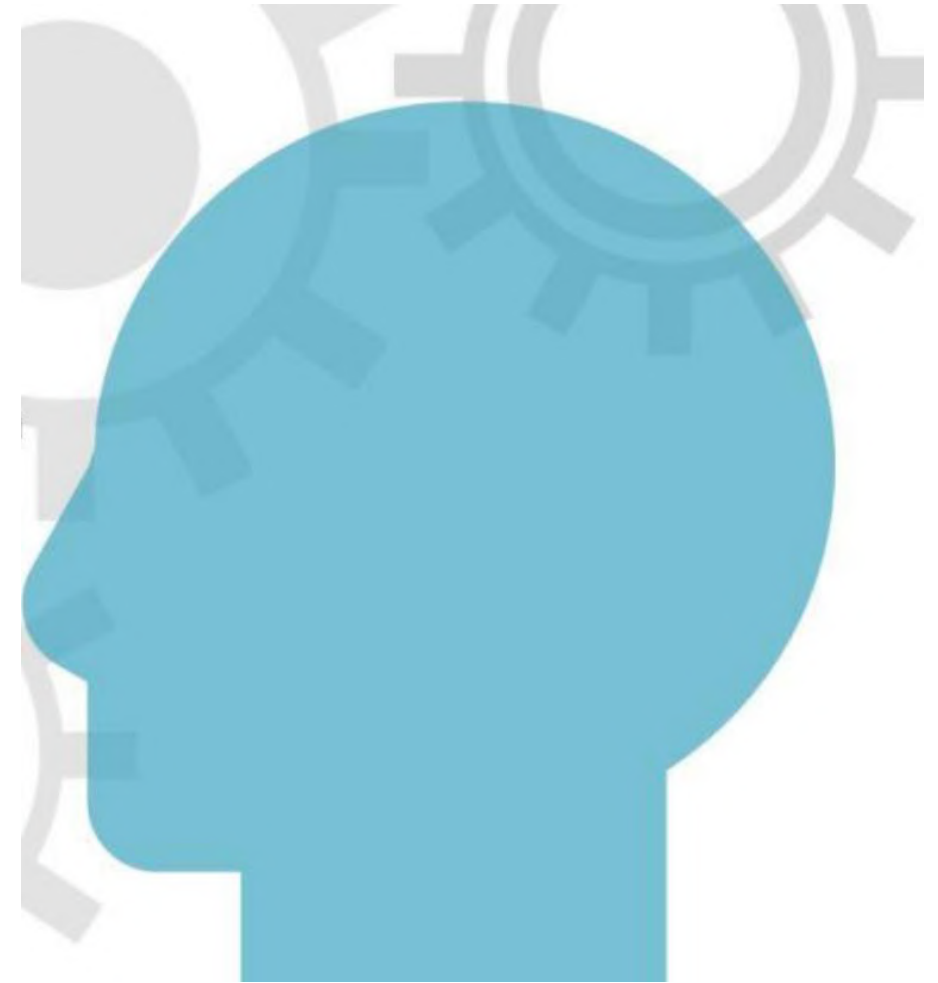
- *All of us*

WHY

- *Hard-wired to manage information and risk*

WHEN

- *Multi-tasking & under time pressure*



How First Impressions Fool Us: <https://www.youtube.com/watch?v=VfHRMQvViPI&t=324s>

TAKE THE IMPLICIT BIAS TEST: <https://implicit.harvard.edu/implicit/takeatest.html>

Your Story Creates Your Bias

Your Background + Your Life Experiences = Your Story

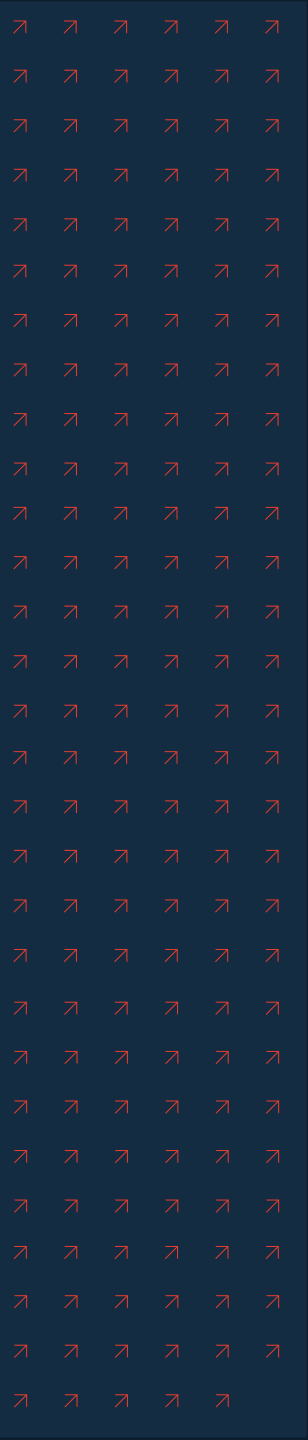
Think of a significant event in your life.

How did this event shape your values or the way you view the world?

How did it affect the way you perceive others?

How did it affect the way you interact with others?

Where do you see bias show up in the workplace?

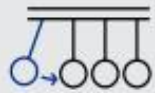


Building Inclusive Leadership Skills

6 core behaviors that increase team engagement

LEAD OUTWARD

Your ability to bolster team members' capacity to be empowered, treated fairly, and flourish at work.



ACCOUNTABILITY

Hold team members responsible for their behavior, development, and work processes.



OWNERSHIP

Guide them to solve their own problems and make their own decisions.



ALLYSHIP

Actively support people from underrepresented groups.

LEAD INWARD

Your ability to act courageously, learn, and self-reflect.



CURIOSITY

Proactively seek to understand different points of view.



HUMILITY

Take ownership for mistakes and learn from missteps.



COURAGE

Act in accordance with your principles, even when it involves personal risk-taking or is uncomfortable.



 Thank
you