

**MOVING BEYOND ONE & DONE to Create an Inclusive Culture**

**What is the inclusivity  
story you want your  
organization to tell?**





# **MOVING BEYOND ONE & DONE to Create an Inclusive Culture**

**Challenging today to transform tomorrow**



# #1 Commonalities & Differences

**Round 1:** partner with someone nearby who you do not know  
**Find as many commonalities as you can**

**Round 2:** join with another pair  
Now **find and share as many differences**

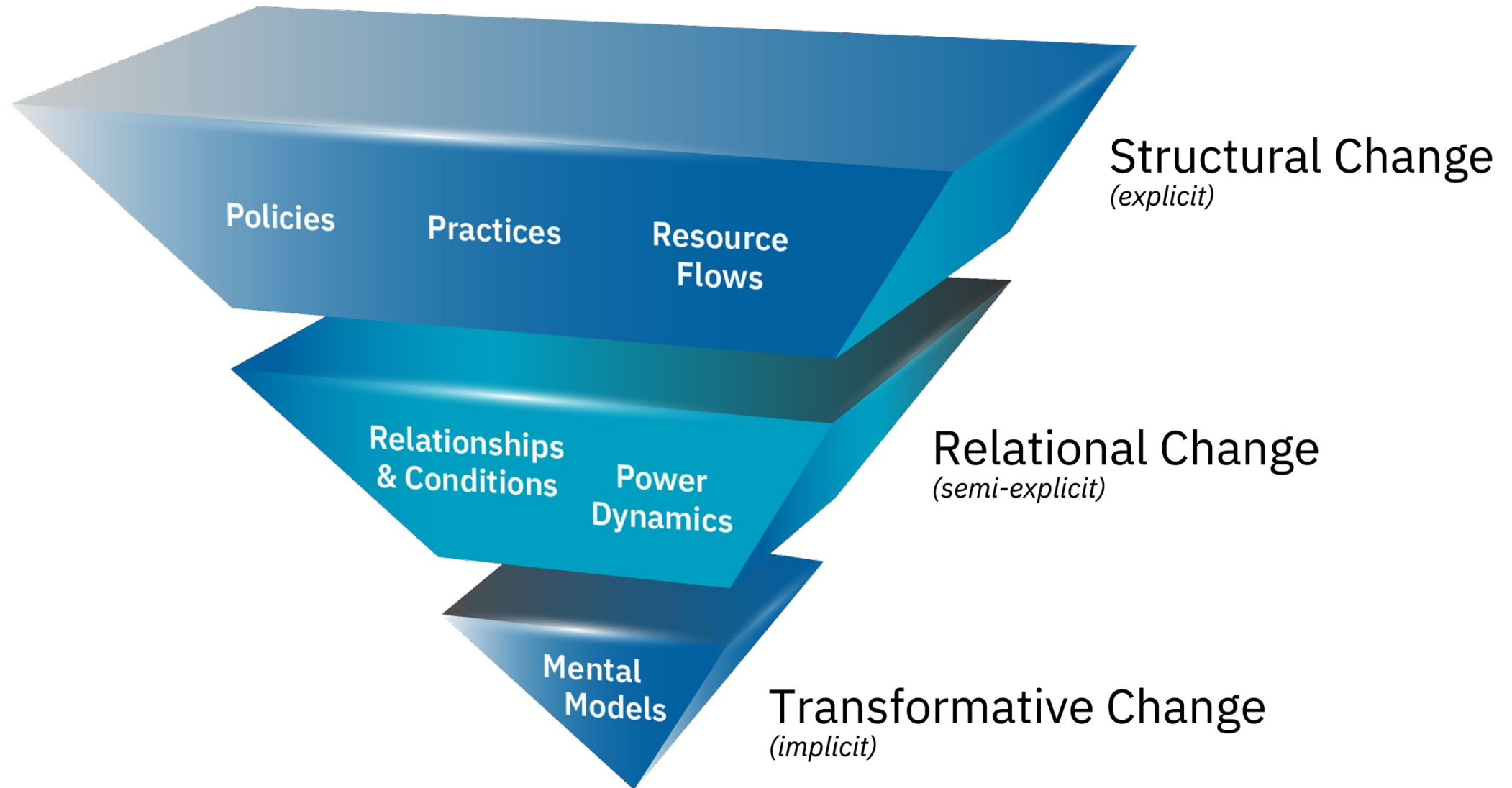
# #2 Systems Sight\*

**Valuing differences is the first step in the process of developing “systems sight” related to creating inclusivity**

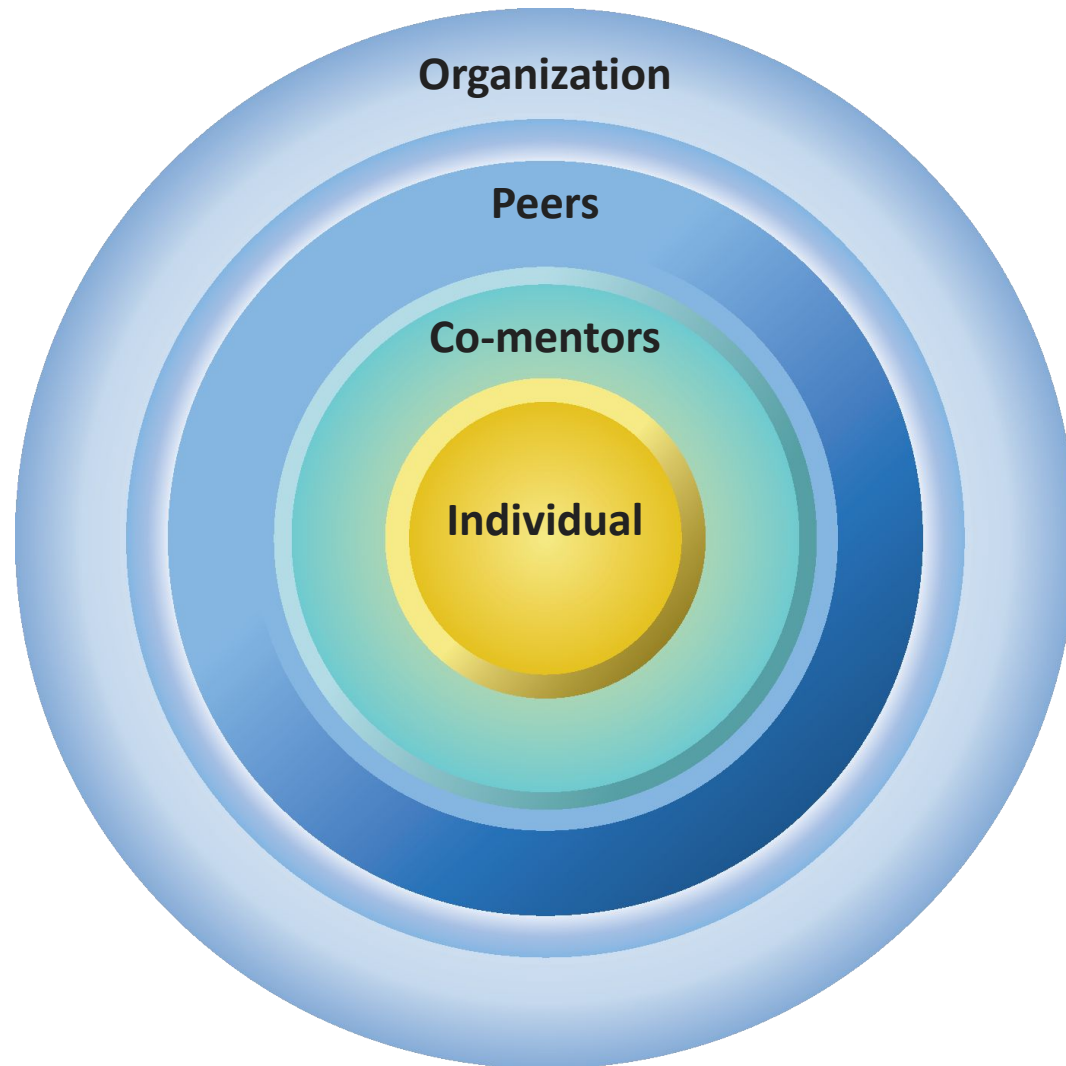
- Expanding the lens: seeing systems, patterns, the whole AND the parts
- Appreciating interdependence
- Understanding your own relationship to the system you are in

\* Equity: How to Design Organizations Where Everyone Thrives - Minal Bopaiah

# 6 Conditions of Systems Change



# Embark: Reciprocal Diversity Mentoring case study



- 1** Reciprocal Relationships to Disarm Hierarchy; Similarities & Differences, Power dynamics
- 2** Understanding Mindset: Self-Awareness, Authenticity, Narratives
- 3** Peer relationships, Similarities & Differences, Practices, Policies
- 4** Sharing insights & having conversations beyond cohort

# #3 Mindset Shift

FROM	TO
Change as a linear, confined process	<b>Change as a dynamic, learning &amp; adaptive process</b>
I alone am responsible	<b>Fostering a community of change agents</b>
Focusing on one element or area	<b>Systems Sight: understanding the whole system and context</b>
Focusing exclusively on commonalities	<b>Valuing differences as essential</b>
Reactive	<b>Co-creative</b>

# Two Tools

## DISC WORKSTYLE PROFILE



## INTERCULTURAL DEVELOPMENT INVENTORY

