



Leading and Working with an Inclusive Lens!

Facilitated and Presented by
Dr. Jermaine M. Davis

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“I would rather be looked over than overlooked.”

- Zora Neale Hurston

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Leadership Defined



*The ability to
influence
others to take
positive action.*

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Cultivate an “Authentic” Diversity, Equity & Inclusion Brand



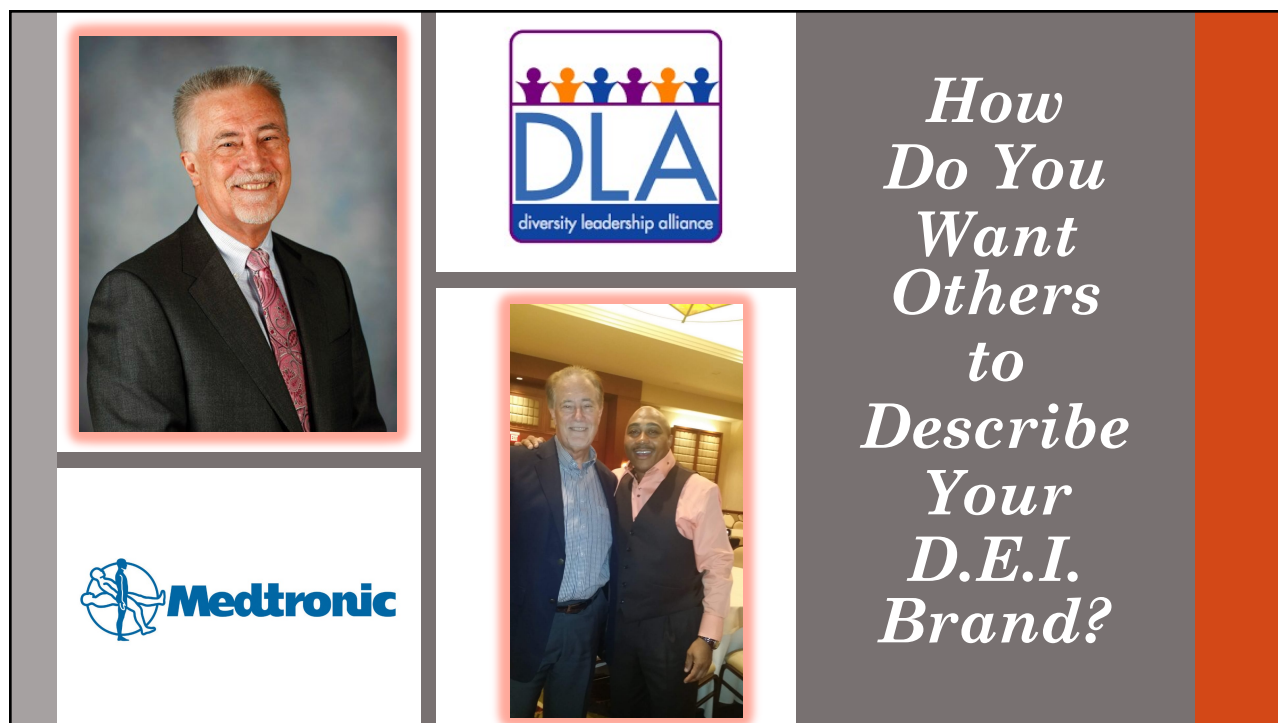
*Who **You** are...*

*Who **You** are known as...*

*What **You** are known for...*

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How Do You Want Others to Describe Your D.E.I. Brand?

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What's Your **Attitude** Towards Diversity, Equity & Inclusion?

An Attitude of **Apathy**

An Attitude of **Sympathy**

An Attitude of **Empathy**



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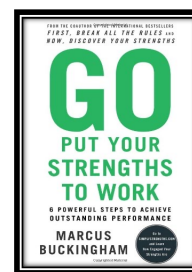
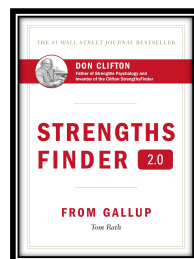
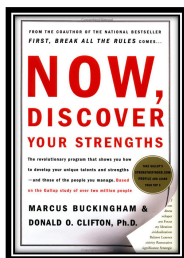
Create Employee Engagement with Your D.E.I. Leadership & Communication



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Lead & Work Inclusively: Leverage & Utilize the Teams' T.A.G.S.

Talents
Abilities
Gifts
Skills



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*Which of your
T.A.G.S.
when utilized
engages & energizes
you the most?*

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Create a Culture of Inclusion



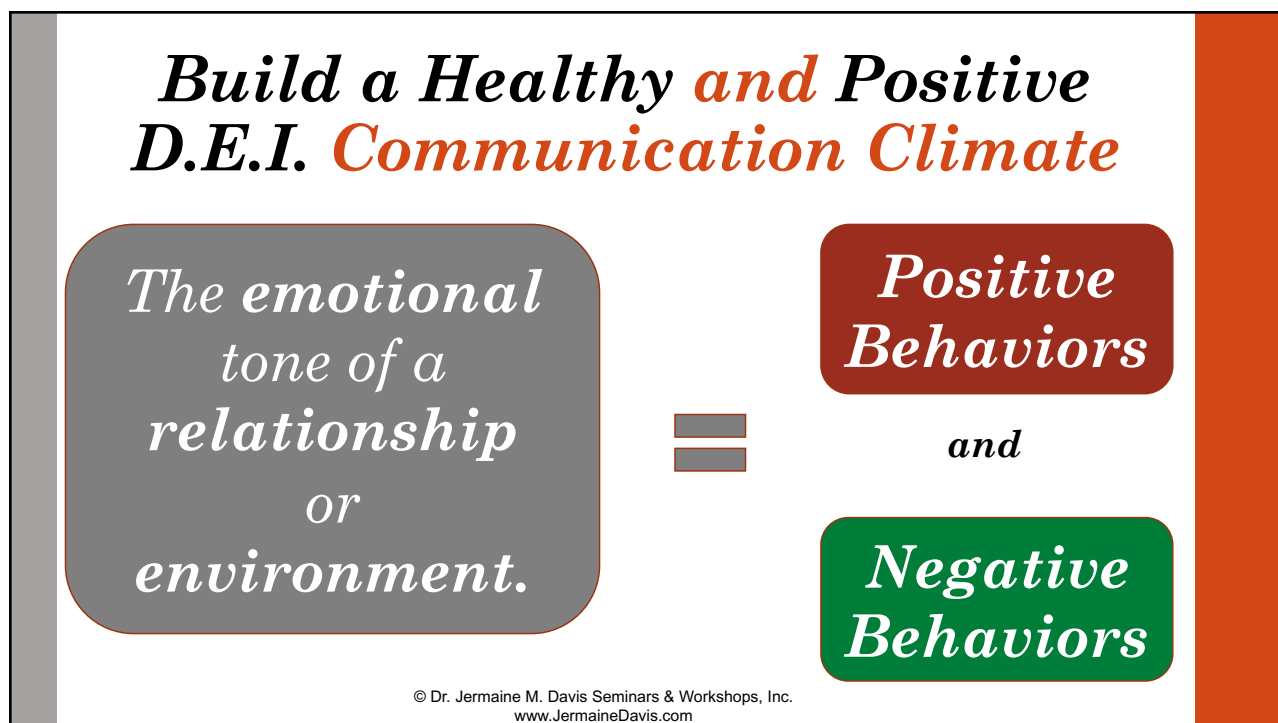
*Intentional policies,
practices, **and** procedures
that cultivates
an environment where
EVERYONE
can
thrive, succeed **&** flourish.*

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*What
behavioral practices
should your
workplace
adopt to cultivate
a healthy & positive D.E.I.
Communication Climate?*

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*Identify and Address
Personal and Organizational BAPS*

B-Biases

A-Assumptions

P-Prejudices

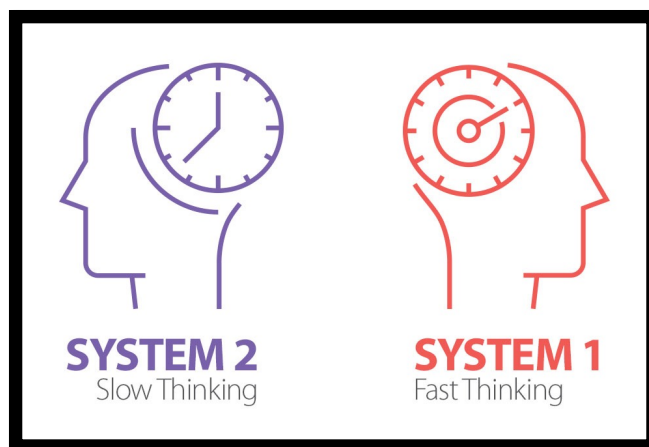
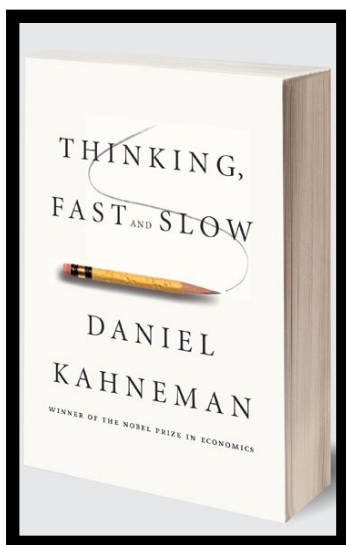
S-Stereotypes

BAPS are *barriers*
that *interfere* with
effective
communication
and
equitable
treatment of others .

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Manage *BAPS* with *System 2* Thinking

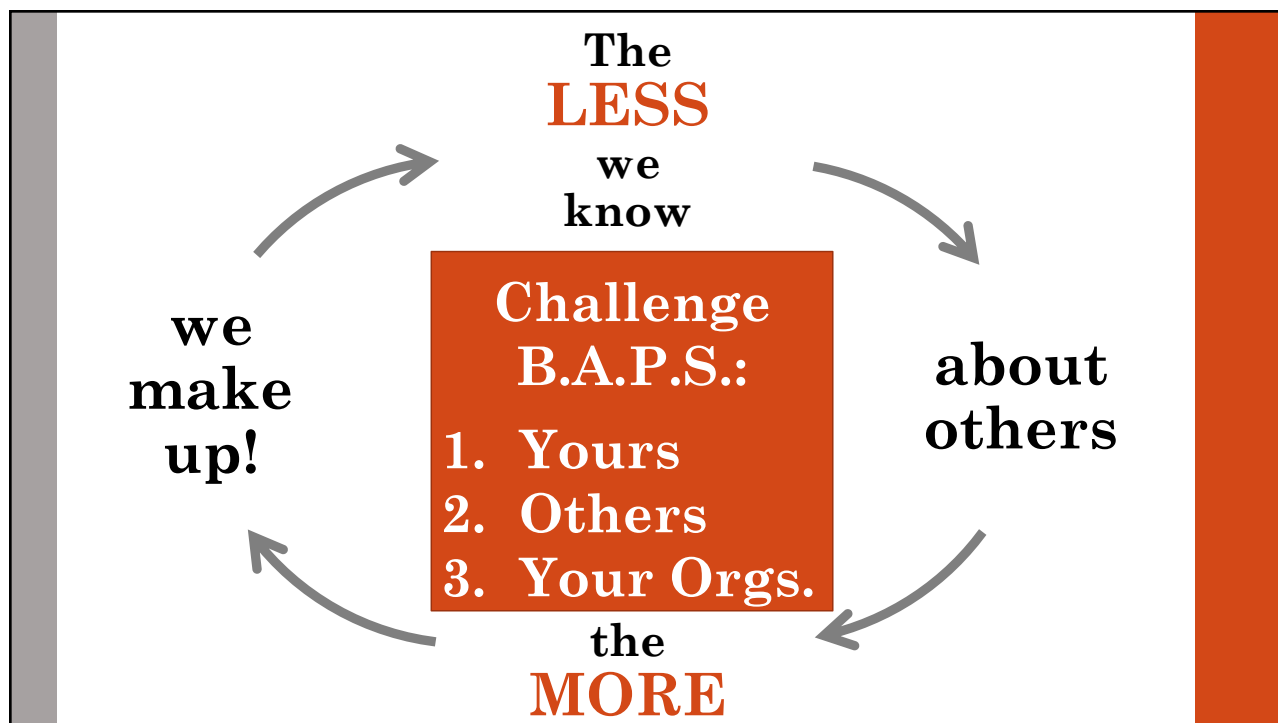


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*How can **B.A.P.S.**
influence how people
communicate, lead,
make decisions, and
interact with
individuals
who are
different and similar?*

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*Practice **Cognitive** Complexity*



Looking at
situations
from *multiple*
perspectives.

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Practice *Cognitive* Complexity



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Where You *Sit*, is



Where You *Stand*!

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Practice “Perspective” Taking



*Which of your unique **seats** would you love for others to **sit, listen, and learn?** Explain.*

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THANK YOU FROM DR. JERMAINE M. DAVIS

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