

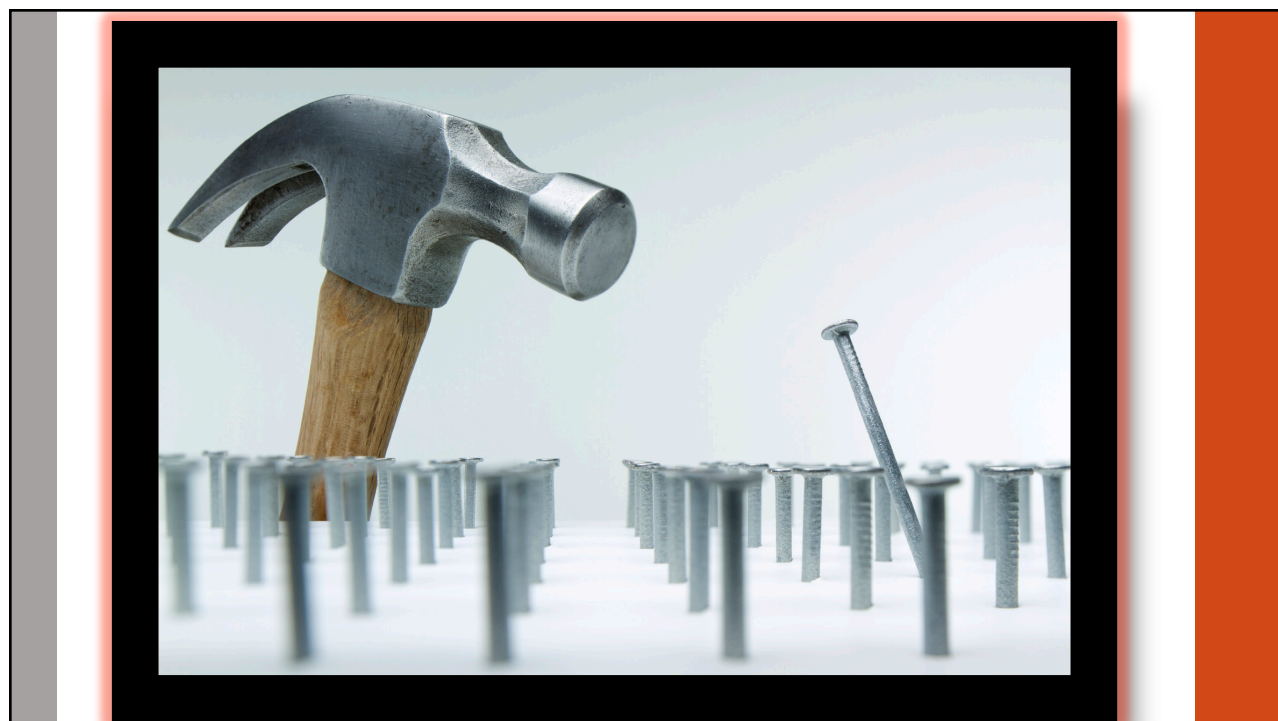


Cultivating a Work Culture of Respect Inclusion & Civility

Presented by
Dr. Jermaine M. Davis

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Cultivate Civility
Communicating,
*engaging **and***
interacting
with others
in ways that's
free of
*harm, **hurt**, and*
disrespect.

3

*How Do People **Experience** You in Life & Work?*

**“93% of ALL
 Communication
 is Nonverbal.”**

Is your **55%** welcoming **or** unwelcoming?
 Is your **38%** welcoming **or** unwelcoming?
 Is your **7%** welcoming **or** unwelcoming?

Dr. Albert Mehrabian

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*If Not **You**, Then Who?
If Not **Now**, Then When?*



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We don't see things as they are, we see them as
we are.

(Anais Nin)

IZQuotes

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What *Factors Influence Your Worldview?*



**Your
Lens**



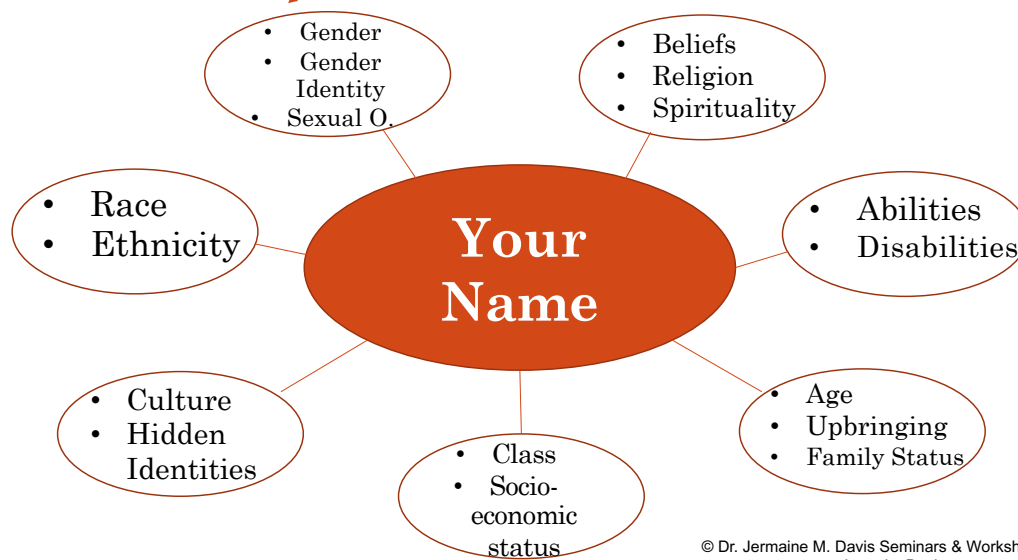
**Your
Co-workers
Lens**



**The Lens
of those
You Serve**

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Visible and Invisible Identities that Influences Your Worldview



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Will You Stand Up, Speak Up & Do the Right Thing?



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Initiate Courageous Conversations

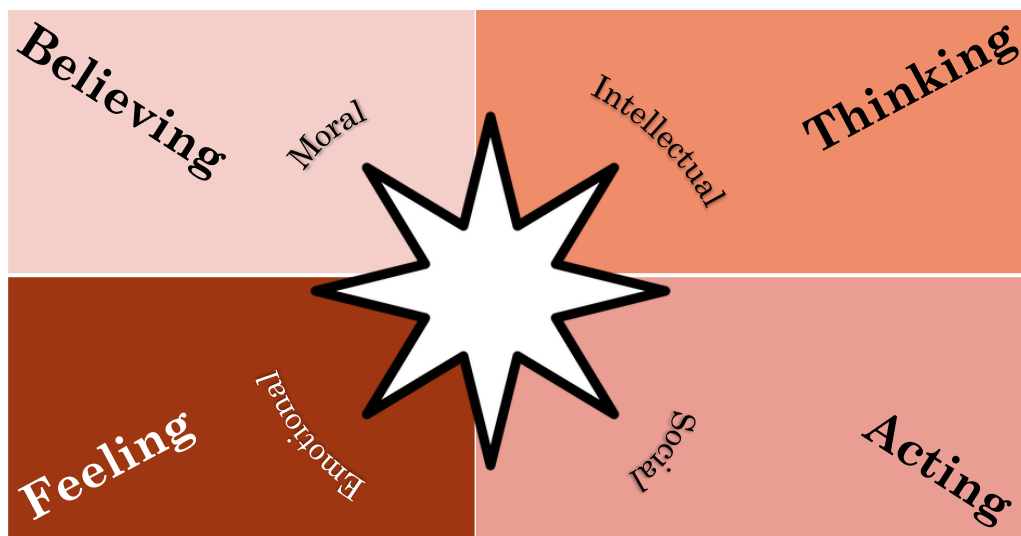


*Honest, Open, and
Transparent
High-Stakes Dialogues
that NEED
to Happen
to Move Forward.*

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Utilize the *Courageous Conversations Compass*



© Courageous Conversations about Race by Singleton & Linton
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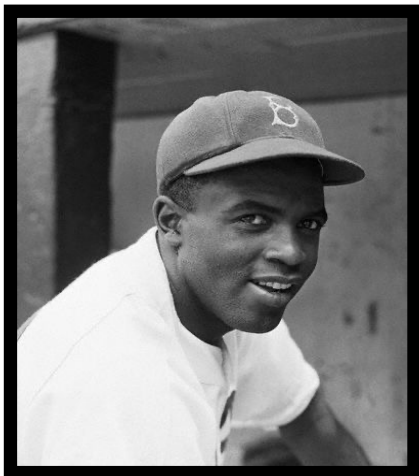
How Do You Typically *Enter* Emotionally *Charged* Conversations?

- ❖ *Acting*
- ❖ *Believing*
- ❖ *Feeling*
- ❖ *Thinking*

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Challenge the Inertia



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1. What *prevents* people from *Challenging the Inertia*?
2. What *skills* are *needed* to *successfully Challenge the Inertia*?

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Create Brave and Safe Spaces: Practice Psychological Safety

- ❑ Is this conversation *working* for you?
- ❑ Would you *like* for it to *work* for you?
- ❑ What's **1** thing you *need* from *me* to make this *conversation* work for you?
- ❑ Here's **1** thing I *need* from *you* to make this *conversation* work for me!

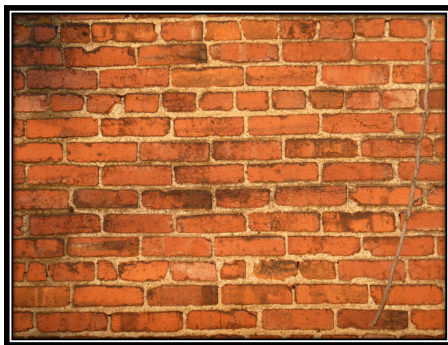
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*1. Who Would You **GO**
through “**Brick Walls**” for?*



*2. Who Would **GO**
through “**Brick Walls**” for You?*

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*How are
“**You**”
a “**Brick Wall**”
Leader
in the
Lives and
Careers
of
Others?*

18

*Cultivate **High Trust** with Others*



*Trust is a **Choice**.*

*Trust is a **feeling**
and a **judgment**
based on evidence.*

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*Cultivate **High Trust** with Others*



Comfort + Confidence + Competence = Trust

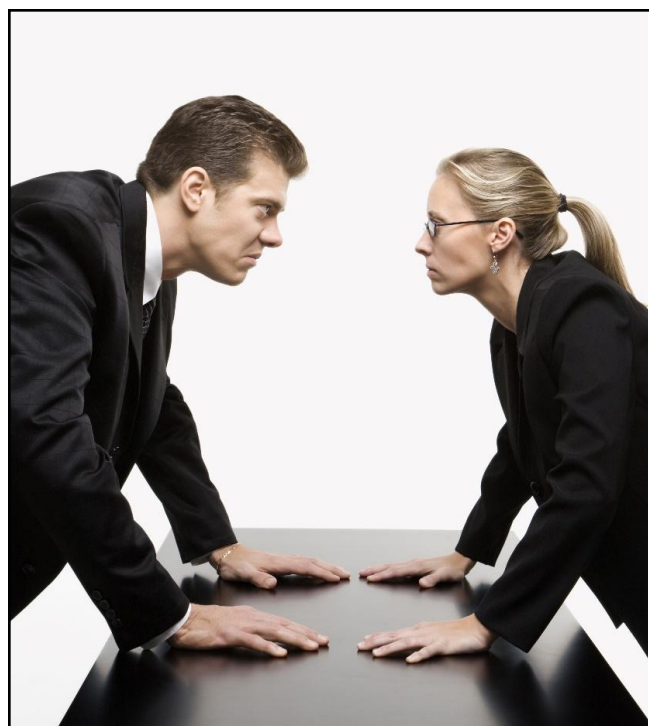
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What *qualities*
must a person
demonstrate to
earn your *trust*?

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Right Your Wrongs
with
Courageous Apologies

Be

• Sincere

Be

• Swift

Be

• Specific

Be

• Solution-Focused

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Dr. Jermaine M. Davis is sitting on a white couch, smiling, with his hand resting on his chin. In front of him are several books, including "Get Up no. 1", "BE DIVERSITY COMPETENT", "Lessons from the Runway", "INSPIRATIONAL INSIGHTS", and multiple copies of "STAND OUT QUOTE JOURNAL".

 JermaineDavis.com

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THANK YOU FROM DR. JERMAINE M. DAVIS