Building Inclusive Teams

About Me

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DIVERSITY:

The Art of thinking

Independently together.

EQUITY

Equality : **Everyone gets the same thing**

Equity : **Everyone gets the things they deserve**

INCLUSION:

Diversity is the mix.
Inclusion is making
the mix work.
~ Andres Tapia

BELONGING

Belonging is an Outcome

Some Facts…

37% of People who leave Tech do so because they felt UNFAIRLY Treated

57% of tech leavers would have stayed if their workplace addressed their concerns and created a more INCLUSIVE CULTURE

68% of businesses are aware that they are continuing to lack diversity in their tech teams .Of those 46% are actively trying to address the issue

Some Facts...

Underrepresented men and women of color experienced STEREOTYPING at twice the rate of White and Asian men and women; 30% of underrepresented women of color were passed over for promotion.

The top two reasons why women overall left tech occupations were: to seek a BETTER opportunity (33%) and to leave UNFAIR environments (32%).

UNFAIRNESS, however, was the top reason for leaving for women of color (36%), while White/Asian women were less likely to leave for this reason (28%).

Organizational Challenges During DEI

Resistance to D&I

Checking the box around Diversity

Overcome Unconscious bias

Top down leadership

Lack of Transparency

Understanding the cultural norms.

Traits of Inclusive Leadership

Commitment

Cognizance of Bias

Curiosity

Courage

Cultural Intelligence

Collaboration

Cognizance
Because bias is a leader's Achilles' heel

Curiosity
Because different ideas and experiences enable growth

Courage
Because talking about imperfections involves personal risk-taking

Cultural intelligence
Because not everyone sees the world through the same cultural frame

The six signature traits

Commitment
Because staying the course is hard

Collaboration
Because a diverse-thinking team is greater than the sum of its parts

Graphic: Deloitte University Press | DUPress.com

Building Diverse and Inclusive Engineering Teams

- ➜ Organizational state
- ➜ Culture: Define, Implement and Immerse
- ➜ Intentional and Unbiased Hiring
- ➜ Pay Equity
- ➜ Metrics and Surveys
- ➜ First Team
- ➜ Leading with Empathy
- ➜ Mentorship
- ➜ Retention and Attrition

Why now?

Research shows that diverse and inclusive organizations achieve:

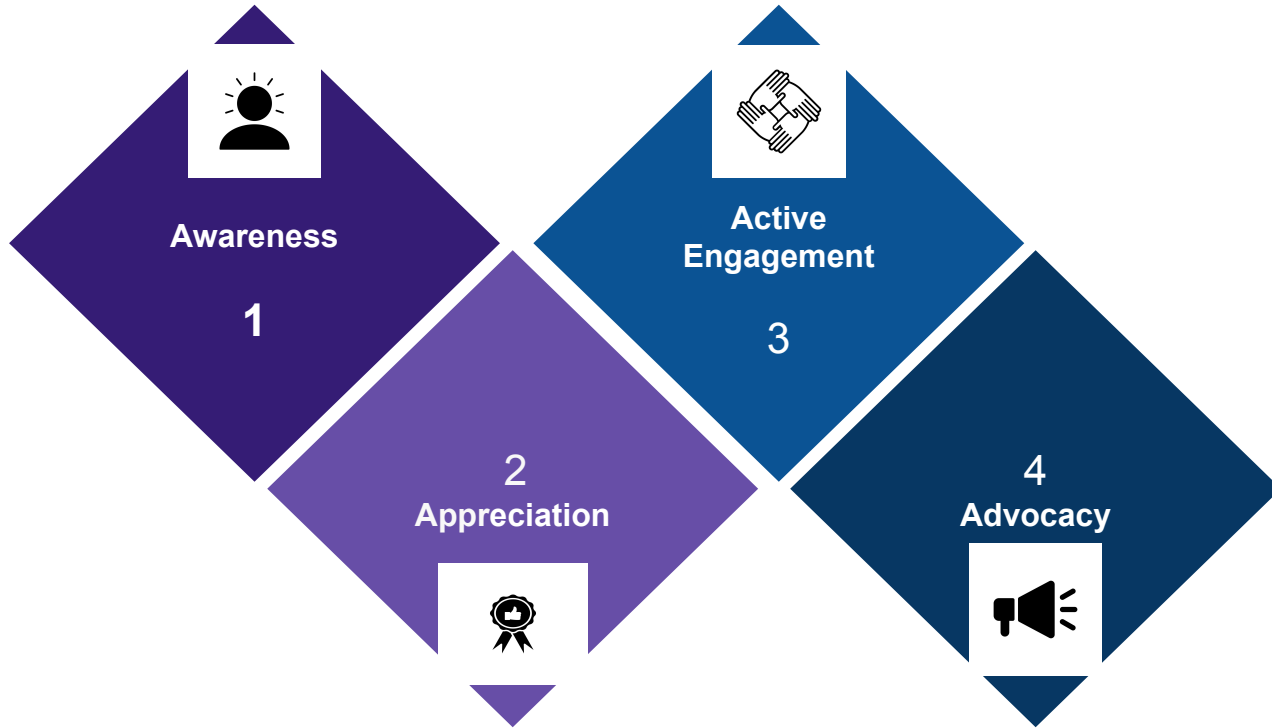|			
70%	**36%**	**75%**	**19%**
higher growth, according to Chief Executive for Corporate Purpose (CECP) 📈	better profitability, according to McKinsey💰	faster time to market, according to the Center for Talent Innovation⏱️	better innovation, according to Boston Consulting Group 🧠

Key Takeaways

Awareness

1

2
Appreciation

Active Engagement

3

4
Advocacy

Inclusive leadership : A journey, not a destination

Thanks,

Any Questions?

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