

The Denver Metro Chamber Leadership Foundation  
and  
TIED (Talent, Inclusion, Engagement & Diversity)  
Leadership Roundtable

# Cultivating Inclusive Leadership for the 21<sup>st</sup> Century

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# Overview

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# Cultivate

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TO FOSTER THE GROWTH OF

TO IMPROVE BY LABOR, CARE, OR STUDY

# Agreements

Present

Curious

Engaged in communal learning

# Inclusion?

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**EVERYONE**  
feels valued and respected

# Everyone = Dominant and Non-dominant Groups



# Factors of Inclusion\*

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Value

Belonging

Uniqueness

Respect

Equity

Non-discrimination

\*Deloitte (2013). Waiter, is that inclusion in my soup? A new recipe to improve business performance

Value = Sense of Worth



Two factors of valuing others  
Belonging  
Uniqueness

# Respect

“due regard for the feelings, wishes, rights, or traditions of others.”  
Oxford Dictionary



# Inclusion

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EVERYONE  
feels valued and respected

# Leadership

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“Leadership is a process of social influence  
which maximizes the efforts of others toward  
the achievement of a goal.”

Kevin Kruse, 2013



## **INCLUSIVE LEADERSHIP**

“processes of social influence that strive to value and respect everyone involved in achieving a goal”



<https://wisdom-trek.com/captivate-podcast/day-308/56386-pause-and-reflect-quotes/>



# Self-Awareness



Commitment  
Courage  
Cognizance of Bias  
Curiosity  
Cultural Intelligence  
Collaboration

Bourke, J. & Dillon, B. (2016). *The six signature traits of inclusive leadership: Thriving in a diverse new world*. Deloitte University Press.

# Commitment

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## DICTIONARY DEFINITION

“The state or quality of being dedicated to a cause, activity, etc.”

## ELEMENTS

Personal values  
Belief in the business case

Bourke, J. & Dillon, B. (2016). *The six signature traits of inclusive leadership: Thriving in a diverse new world*. Deloitte University Press.

# How HILs Demonstrate Commitment

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Treat everyone with fairness and respect.

Understand the uniqueness of each individual.

Take action to ensure that each individual feels valued and respected.

Treat diversity and inclusion as a business priority.

Take personal responsibility for diversity and inclusion outcomes.

Clearly and authentically articulate the value of diversity and inclusion.

Allocate **resources** toward improving diversity and inclusion.

# Reflection questions

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What personal values do you hold related to inclusion? How might I discern this through observing you?

How does commitment to inclusion matter to the bottom line of your individual role, and to achieving your organization's mission?

To whom do you/might you need to make the business case? (How) have you done that? How might you do that?

How knowledgeable are you about bottom line data and dynamics in your organization? What data are crucial for racial equity work?

# Racial Equity

“Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation.

This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”

<https://www.racialequitytools.org/glossary#racial-equity>



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How might this conceptualization of inclusive leadership inform/guide efforts for racial equity?

How to cultivate  
inclusive leadership?

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# Recommendations

(individual)

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Deepen your commitment.

Strengthen your self-awareness.

Work within your circles of influence.

Practice the “platinum rule.”

Use your privilege for good.

Keep learning and growing.

Other ideas?

# Recommendations

(organizational/institutional level)

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Take a strategic, systemic, sustainable approach.

Make inclusive leadership an explicit priority.

Clarify the WHY.

Identify & implement promising practices.

Provide professional development.

Require accountability.

Acknowledge exemplary staff/units.



**Audre Lorde**

“To acknowledge privilege is the first step in making it available for wider use. Each of us is blessed in some particular way, whether we recognize our blessings or not. And each one of us, somewhere in our lives, must clear a space within that blessing where she can call upon whatever resources are available to her in the name of something that must be done.”



**Andréa Ranae**

“As a leader, this is your responsibility: to know yourself, to know your power and to use it in service of all people.”

<https://andrearanae.com/blog/privilege/>



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