

Many voices, one future

An inclusive Princeton



**A Workshop for:
Princeton University Class Officers
February 7th, 2022**

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Inclusive Leadership

Best Practices for Influencing Change



What does it mean to be an “inclusive leader”?



Agenda for Today's Session

- ❑ Defining Diversity and Inclusion
- ❑ Inclusive Leadership: Competencies and Strategies
- ❑ Scenarios
- ❑ Questions/Discussion



Diversity & Inclusion

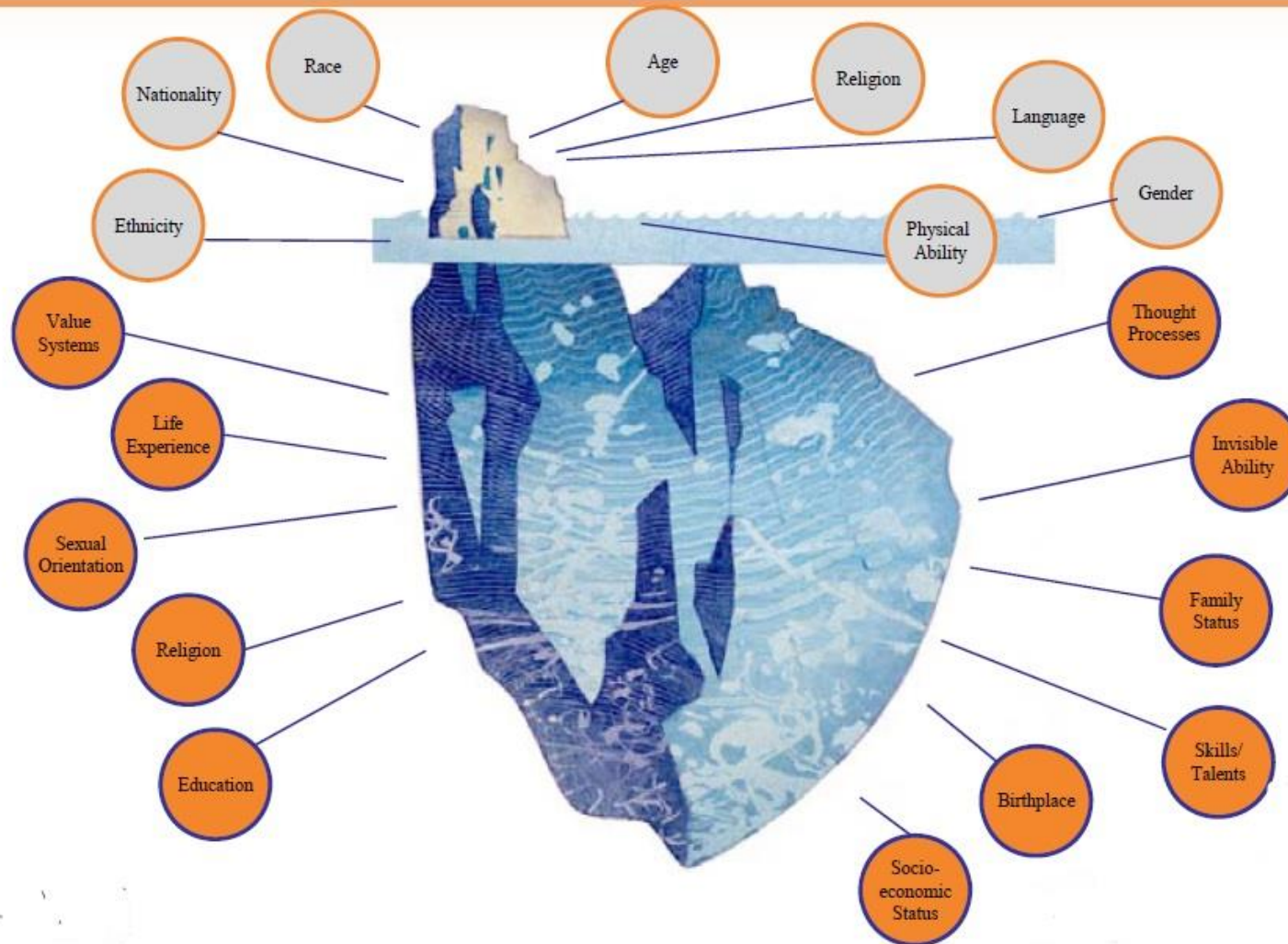
Diversity – the Common Definition



Diversity – a Broad Definition



Diversity: The Iceberg





Question – Self-Reflection Exercise

- What is an important aspect of your identity that no one can see just by looking at you?



Definitions of Key Terms

Diversity

Demographically focused outcome. Who is (and is not) represented in your organization/group?

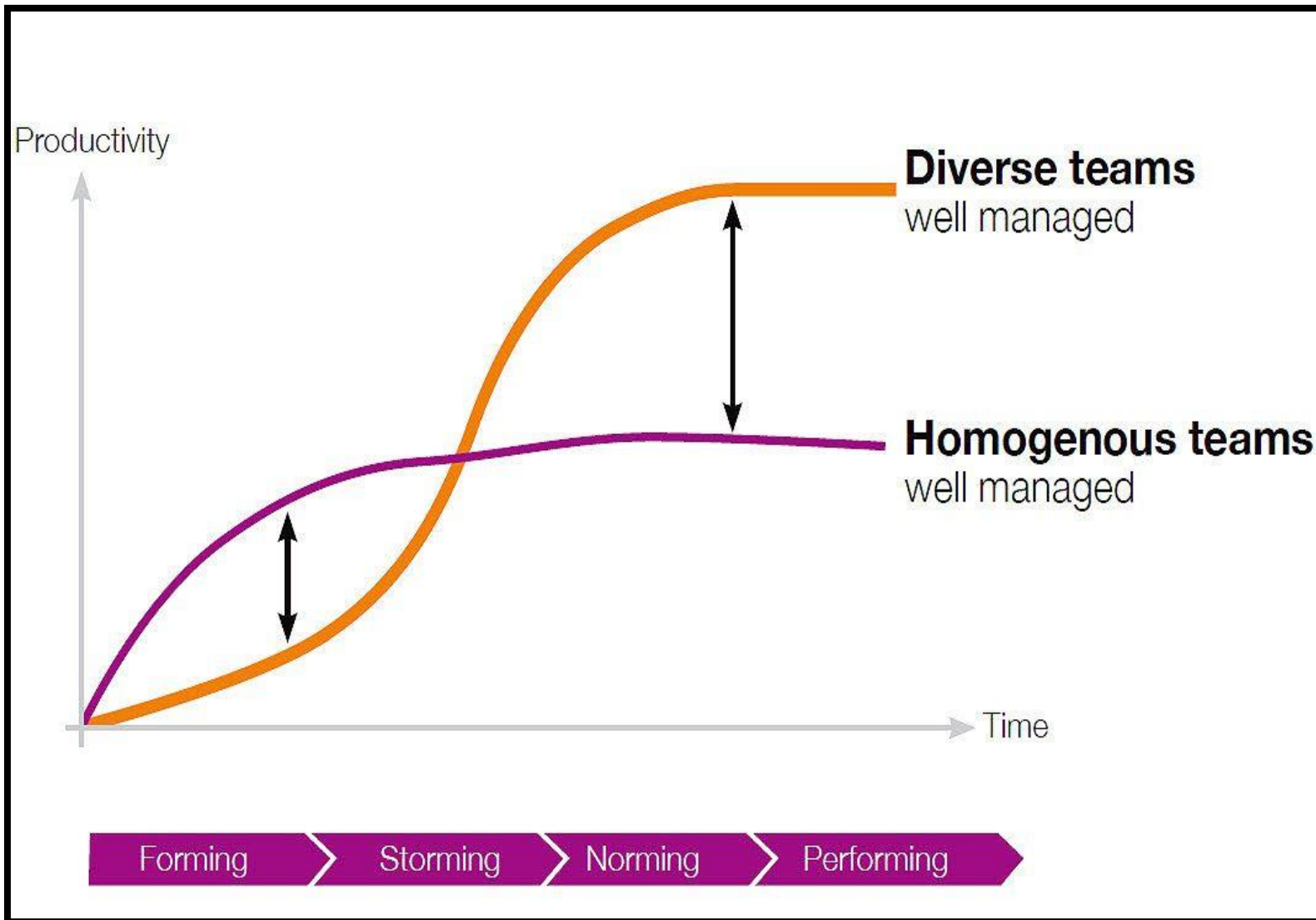
Inclusion

Emotionally focused outcome: Do all members of the organization/group (particularly those who are underrepresented) feel welcomed, valued, and like they belong?

Action-oriented: We have a role to play in cultivating inclusion.



Benefits of Diverse Teams



- Drives innovation
- Increases creativity
- Challenges biases and negative stereotypes*
- Improves cognitive skills including critical thinking, complex thinking and problem solving*



Waiter, is that Inclusion in my Soup?

Workplace theory suggests that when people feel included and able to reach their full potential, they are more engaged, more productive and often more creative. We already know that when individuals feel highly included they feel more engaged in their work. This means that individuals are motivated to turn up to work and to do their best work.



Elements of Inclusion

Fairness and respect	Value and belonging	Confidence and inspiration
<p>Foundational element that is underpinned by ideas about equality of treatment and opportunities</p>	<p>Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership</p>	<p>Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work</p>

Diversity and Inclusion Values



As a community, we respect the dignity, individuality, and freedom of each member...We aim to foster a sense of shared experience and common purpose, along with a collective responsibility for each other's well-being and for the well-being of the University as a whole.

We seek to enable all members of this community to pursue their educational, scholarly, and career interests in an environment that recognizes both the distinctiveness of each person's experience and the common humanity that unites us all...



...The Alumni Council strives to celebrate and promote diversity, equity and inclusion in all that it does. We commit to continuously examining our processes so that they are anti-racist, proactively address potential bias, and make it possible for all alumni to have equal access to all alumni opportunities. By living these values, the Alumni Council hopes to encourage others to do the same as we seek to be in the service of all Princetonians, the nation, and all humanity.



Inclusive Leadership: Competencies and Strategies

Inclusive Leadership Competency framework



The Six Competencies of Inclusion

- Trait 1: Commitment
- Trait 2: **Courage**
- Trait 3: Cognizance of **bias**
- Trait 4: **Curiosity**
- Trait 5: Culturally intelligent
- Trait 6: Collaborative



Inclusive Leaders are Courageous and Vulnerable

- **Meet uncertainty**, fears and failures with an open mind
- Admit **mistakes** and building trust
- **Do not know the answers** - opening up for collaboration: communication, creativity and innovation
- Ask **questions**
- Invite **feedback**
- Authentic





Inclusive Leaders are Aware of Implicit Bias



Implicit Bias: The attitudes that affect our understanding, actions, and decisions in an unconscious manner.

We receive **11 million** bits of information
every second

...

We can only consciously process
40 bits

Interrupting Bias: “Office Housework”

Housework/Administrative Work: Planning parties, getting gifts, ordering food, taking notes, scheduling meetings, sending follow-ups, serving in certain departmental roles

Tips to Remedy:

- Take inventory (what work exists?)
- Keep track (who does what?)
- Reallocate or redistribute tasks (with accountability)
- **Don't:** Ask for volunteers or assign to who does it well or who won't complain

New York Times Video





Inclusive Leaders are Curious and Listen Well

Directly correlates with interpersonal influence

Leads to psychological safety - a key component of inclusion and belonging

Satisfaction and commitment



Perceived as being a better leader



Inclusive and Equitable Best Practices

Fairness and respect	Value and belonging	Confidence and inspiration
<p>Treat people and groups with respect</p> <ul style="list-style-type: none">•Treat people as individuals with unique characteristics rather than on the basis of stereotypes or biases <p>Treat people and groups fairly</p> <ul style="list-style-type: none">•Provide everyone equitable access to opportunities, resources and support/mentorship	<p>Each person should be viewed as a valued and integral member of the team</p> <ul style="list-style-type: none">•Provide micro-affirmations – small acknowledgments showing value to others•Recognize good work or compliment colleagues for their efforts•Use strategies to pull in people on the periphery	<p>Build the confidence of all group members to engage, participate fully and contribute to shared success</p> <ul style="list-style-type: none">•Provide feedback about progress being made and areas for growth•Celebrate group successes together•Model professional and collegial feedback

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Questions & Discussion

THANK YOU!

To learn more visit <http://inclusive.princeton.edu/>

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