

WEBINAR 1

Building Successful Interactions: Why Inclusion and Diversity Skills are Critical to Organizational and Personal Growth

TUESDAY, 19 OCTOBER 2021



Frederick A. Miller
CEO and Lead Client Strategist



Judith H. Katz
Executive Vice President Emeritus

The Centre for Human Relations and Community Studies presents
Being Your Best Self Webinar Series



OVERVIEW

- Share frameworks for understanding inclusion and diversity.
- Explore what differences make a difference in your work and life.
- Discuss the competencies needed to be an effective leader and team member in working across differences and creating an inclusive team.



CONNECTING BREAKOUTS (6 MINS)

1. Name
2. Organization
3. One way diversity is important to you



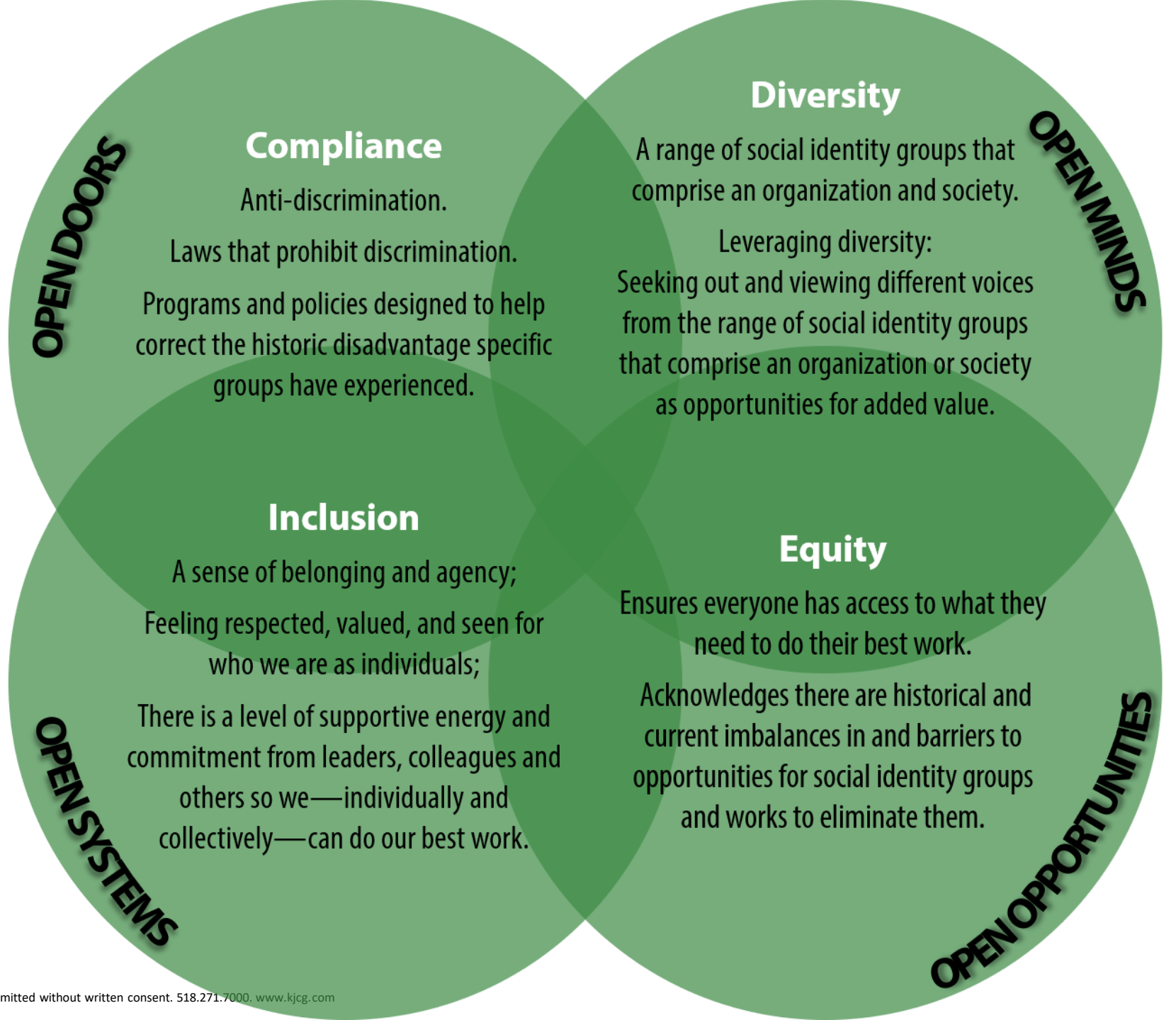
HEADLINES

SHARE RESPONSES TO QUESTION 3 IN CHAT:

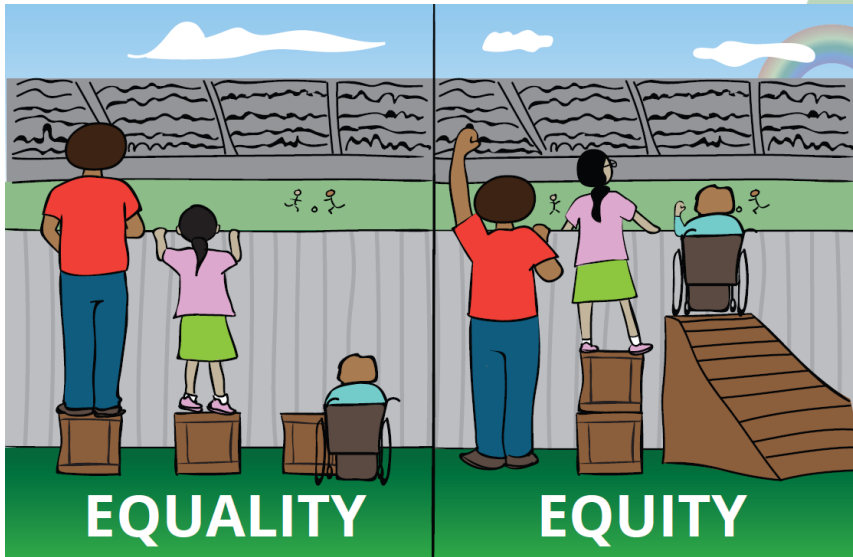
One way diversity is important to you...

**COMPLIANCE
DIVERSITY
EQUITY
INCLUSION**

**...THEY ARE NOT
ALL THE SAME!**



EQUITY



OPEN DOORS

Compliance

Anti-discrimination.

Laws that prohibit discrimination.

Programs and policies designed to help correct the historic disadvantage specific groups have experienced.

Inclusion

A sense of belonging and agency;
Feeling respected, valued, and seen
who we are as individuals;
There is a level of supportive energy
commitment from leaders, colleagues
others so we—individually and
collectively—can do our best work.

OPEN SYSTEMS

Diversity

A range of social identity groups that comprise an organization and society.

Leveraging diversity:
Seeking out and viewing different voices from the range of social identity groups that comprise society

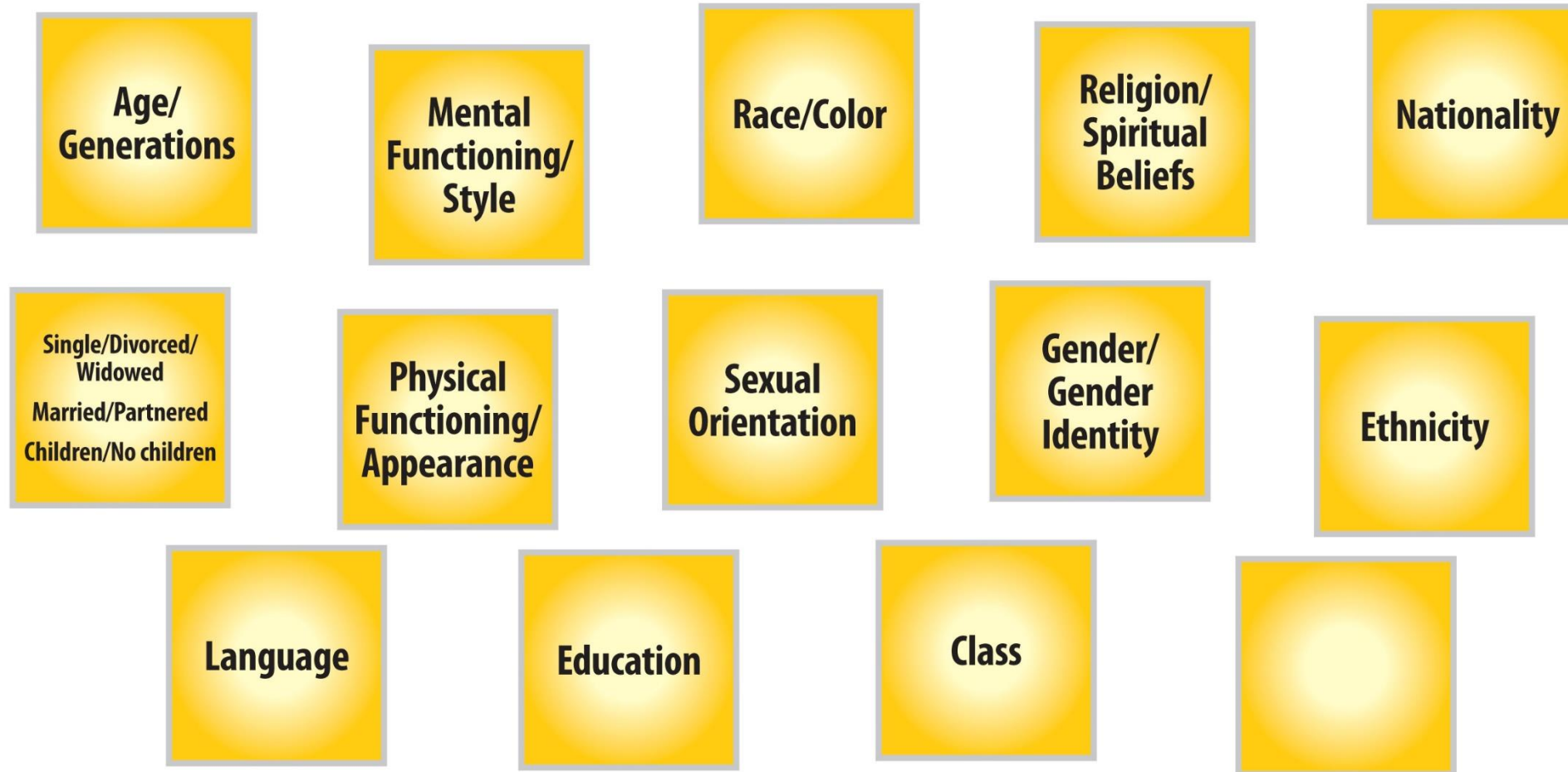
OPEN MINDS

Equity

Ensures everyone has access to what they need to do their best work.
Acknowledges there are historical and current imbalances in and barriers to opportunities for social identity groups and works to eliminate them.

OPEN OPPORTUNITIES

SOCIAL IDENTITY GROUPS



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SMALL GROUPS

1. How is diversity showing up in your life and/or impacting your life?
2. Which two differences are easiest for you to address/engage with?
3. Which two differences are harder/challenging for you to address/engage with... or which are you least familiar with?

Make some notes before going into small groups. Be prepared to share your responses to question 3 in chat afterwards.

HEADLINES

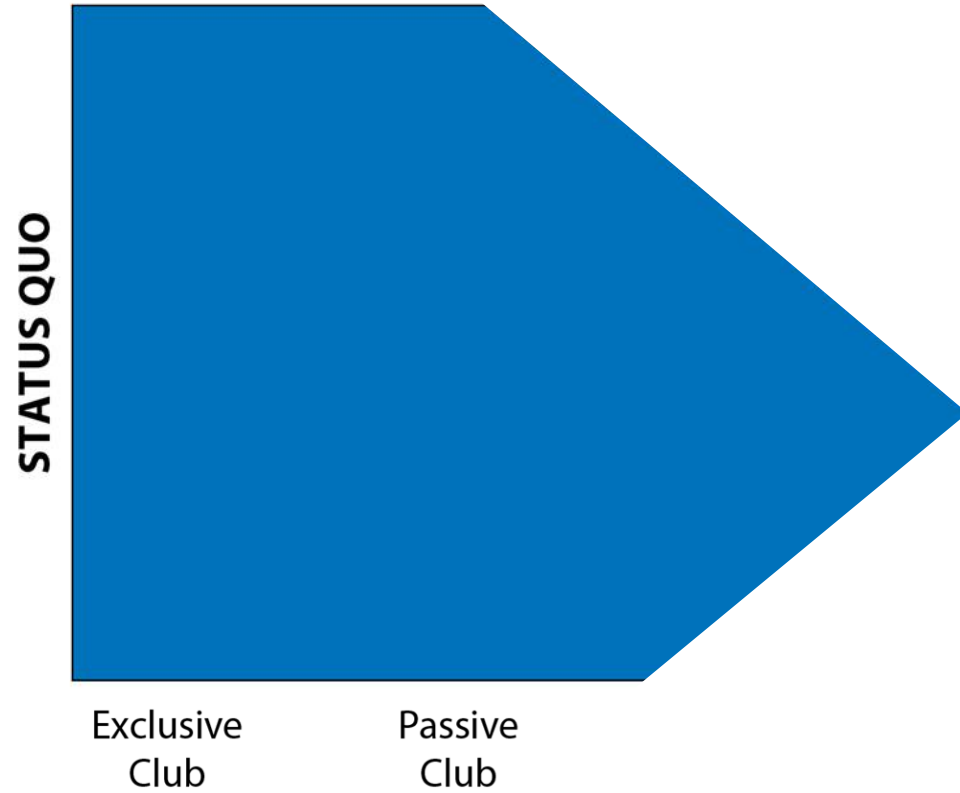
SHARE RESPONSES TO QUESTION 3 IN CHAT:

Which two differences are harder/challenging for you to address/engage with...or which are you least familiar with?

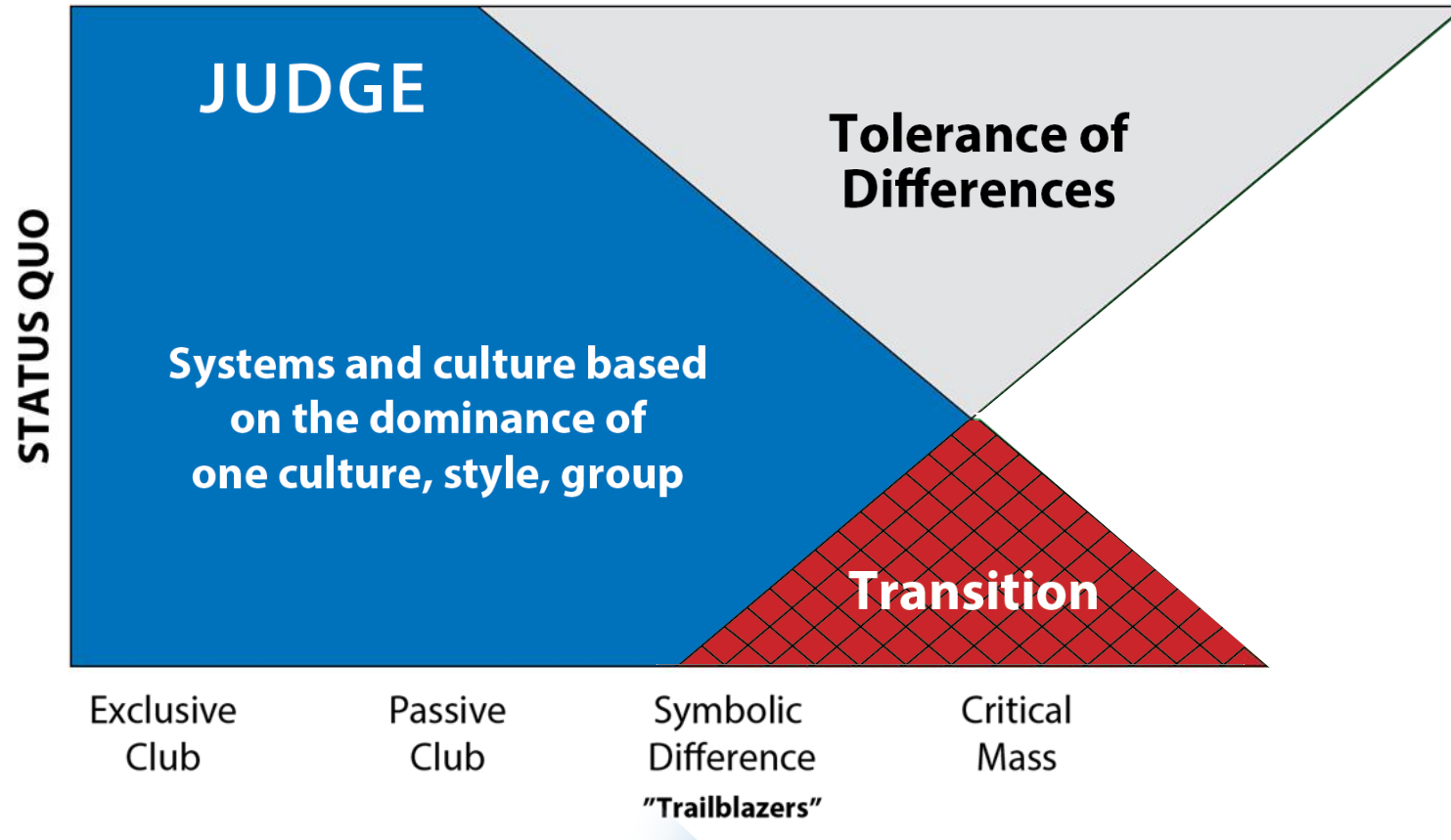
PATH TO INCLUSION



PATH TO AN INCLUSIVE ORGANIZATION



PATH TO AN INCLUSIVE ORGANIZATION

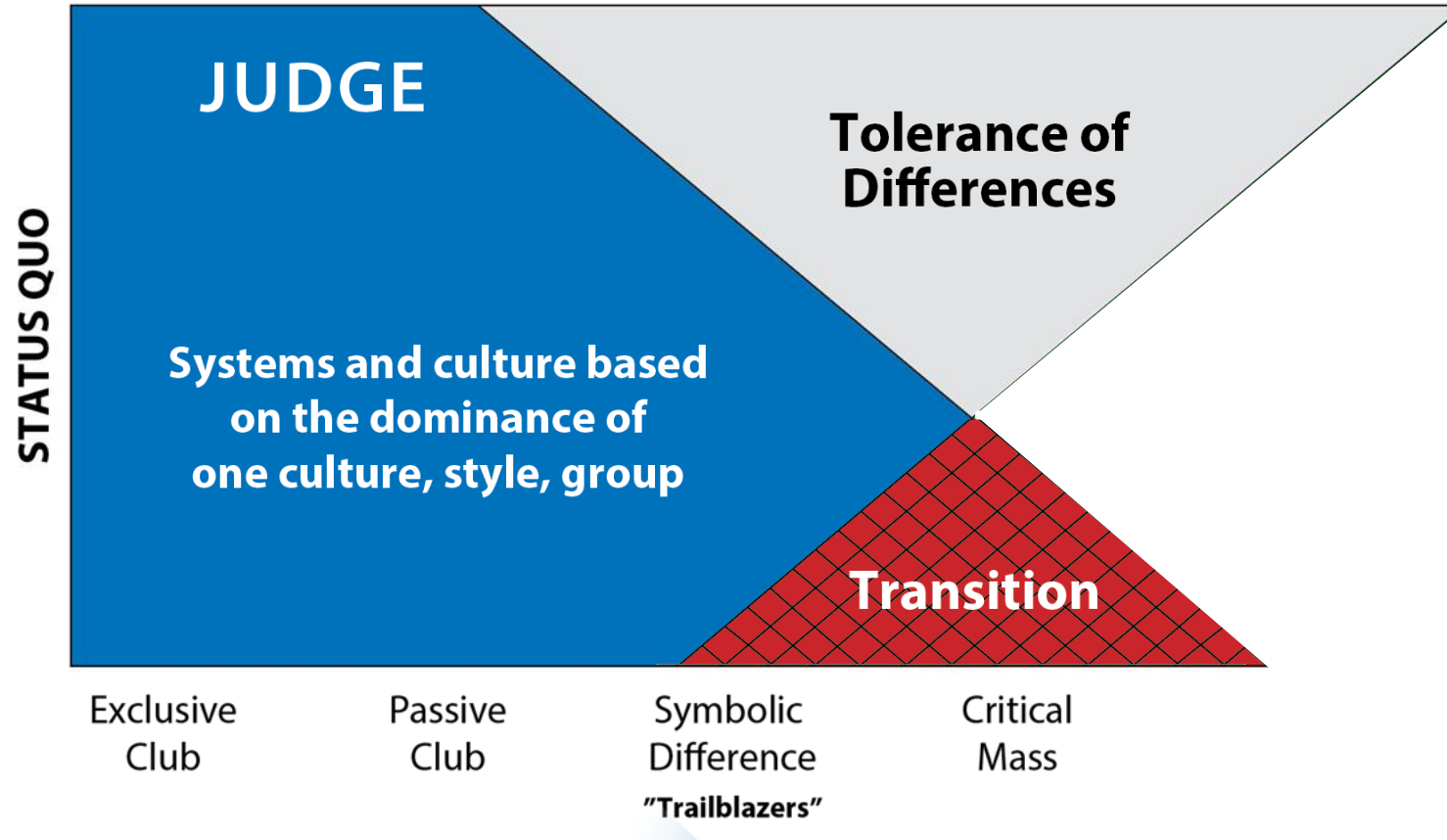


SEVEN JOBS OF TRAILBLAZERS

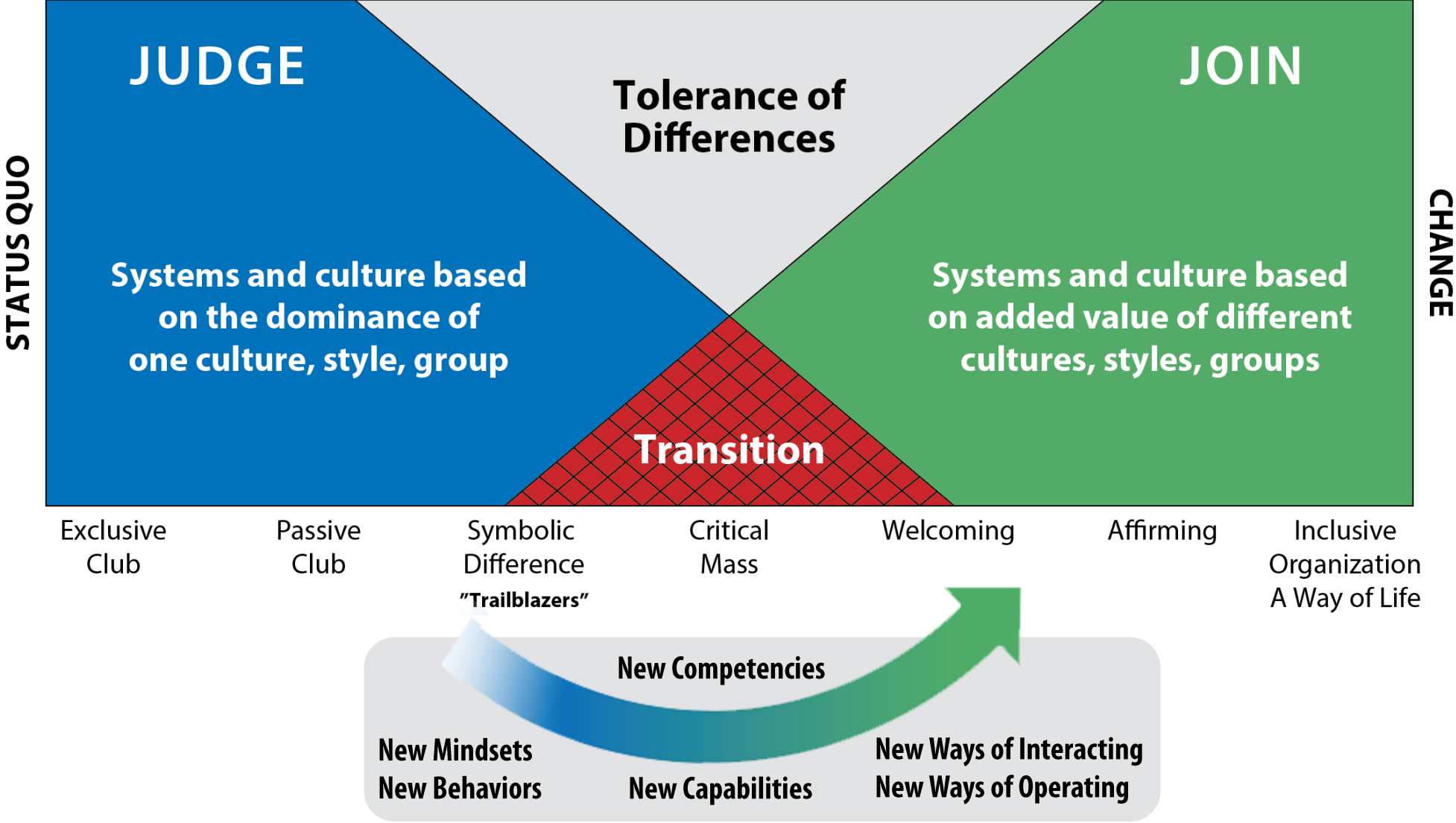
1. Fit into the organization and its culture.
2. Do your job exceedingly well; constantly prove yourself
3. Be the voice for your identity group—serve as a representative on diversity councils; be in the spotlight
4. Make others feel comfortable
5. Educate others
6. Be a mentor to others from your identity group; assist with recruiting and outreach
7. Deal with constant questioning as to whether your job was attained because of competence or difference.



PATH TO AN INCLUSIVE ORGANIZATION



PATH TO AN INCLUSIVE ORGANIZATION



SMALL GROUPS (6 MINS)

1. Select an organization that you are involved with:
where are they along the Path?
2. What is one thing that you and/or others can do to
move the organization further along the Path?



HEADLINES

SHARE IN CHAT YOUR RESPONSES TO QUESTION 2:

What is one thing that you and/or others can do to move the organization further along the path?

Two Transformational Workshops in May 2022

Concordia University, Montreal, Quebec

1



Human Interaction Laboratory

1-6 MAY 2022

A **foundational** workshop designed to enhance your understanding of how you show up and interact in order to improve your personal and professional effectiveness

2



Developing the Organizational and Personal Self

1-5 MAY 2022

An **advanced** workshop designed to build greater self-knowledge and fluency in using boundaries and choice to be more of the person you want to be at work, at home, and in the world

Registration opening Friday, October 22

[CHRCS.CONCORDIA.CA/programs](https://chr.cs.concordia.ca/programs)

Upcoming in the *Being Your Best Self* Webinar Series:

WEBINAR 2

4 Keys for Teamwork and Collaboration

20 January 2022

5:30 pm – 7:00 pm EST

With Fred Miller and Yabome Gilpin-Jackson

WEBINAR 3

Creating Interaction Safety

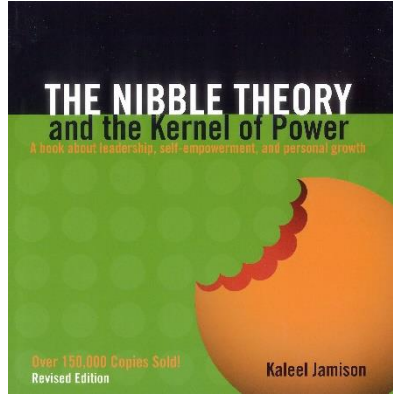
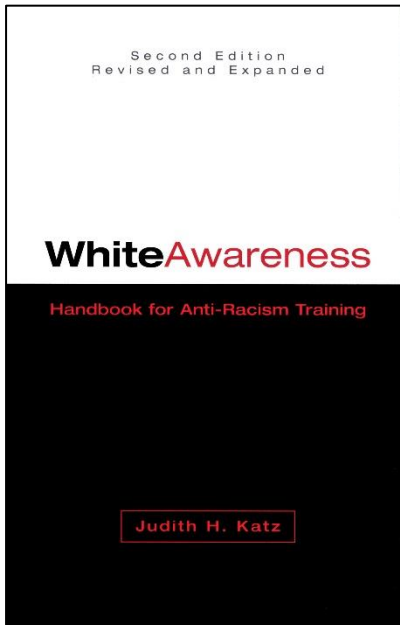
February 2022 TBD

5:30 pm – 7:00 pm EST

With Fred Miller and Judith Katz

[CHRCS.CONCORDIA.CA/event](https://chr.cs.concordia.ca/event)

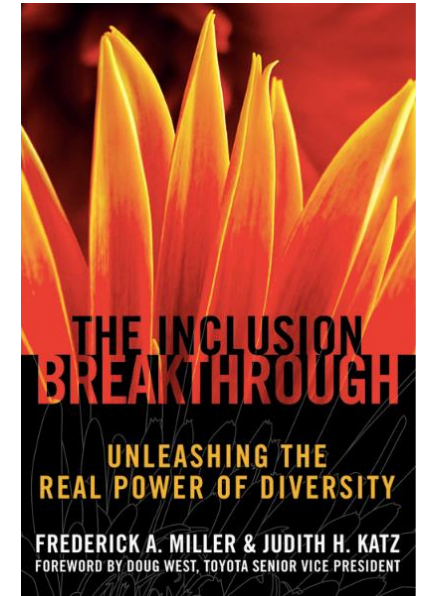
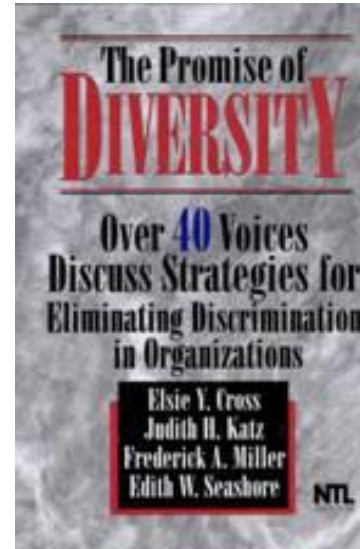
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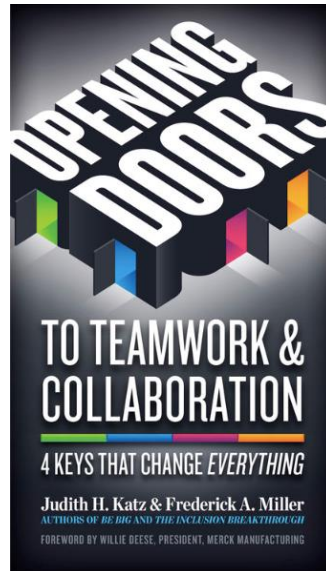
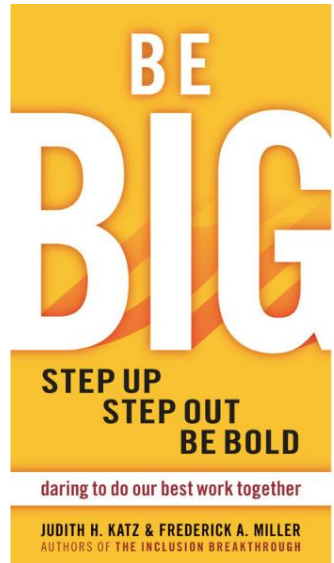
THANK YOU

THANK YOU

THANK YOU



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