

Beyond Buzzwords:

A Systems Thinking Approach to Inclusion





Equality
Power
Equity
Tokenism
Diversity
BIPOC
Understanding
Microaggressions
Bias
Representation
Accommodations
Inclusion
Respect
Allyship
Privilege
2SLGBTQI



Objectives for today:



Identify and reflect
on the various
aspects of one's
identity.



Examine common
systems and identify
actionable areas for
improvement.



Envision ways to
be an ally and take
action to support
team members
and colleagues.



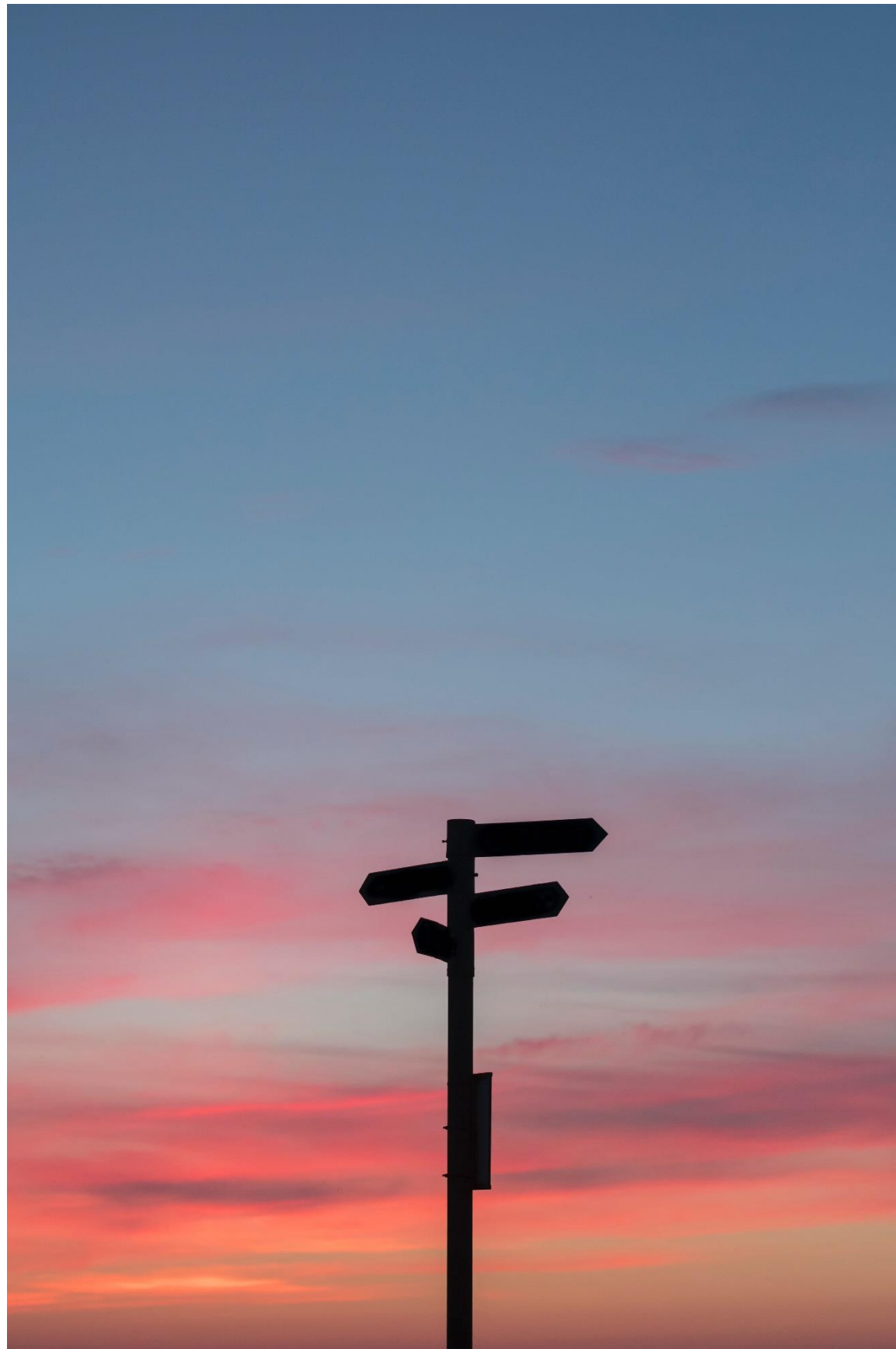


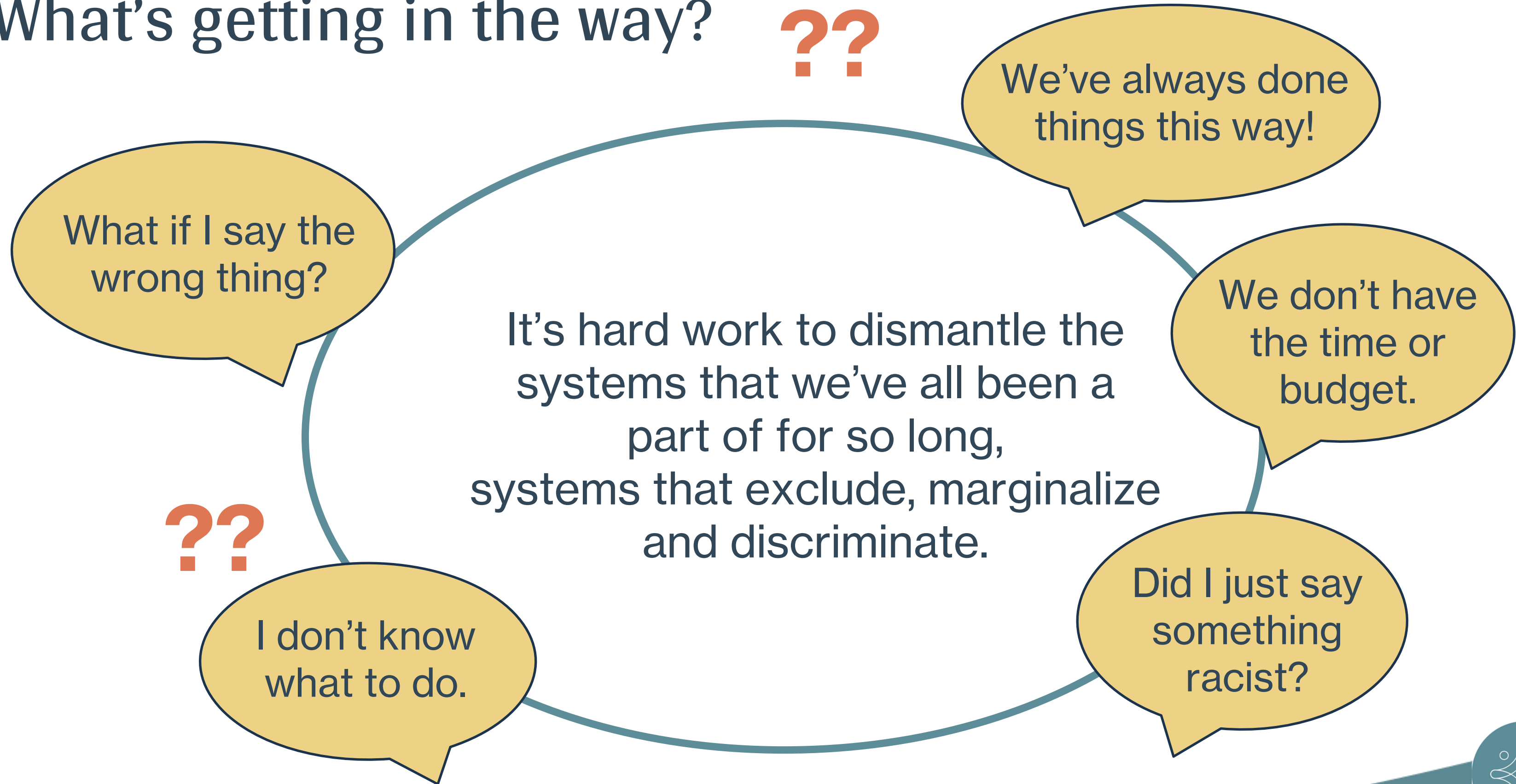
Photo by [Javier Allegue Barros](#) on [Unsplash](#)

Where are we at?

- ❖ Diversity and inclusion is outlined as a commitment in many organizations.
- ❖ Training and policies to support inclusion are in place or being implemented.
- ❖ Global spending on diversity and inclusion is projected to reach \$24.3 US billion by 2030².




What's getting in the way? ??

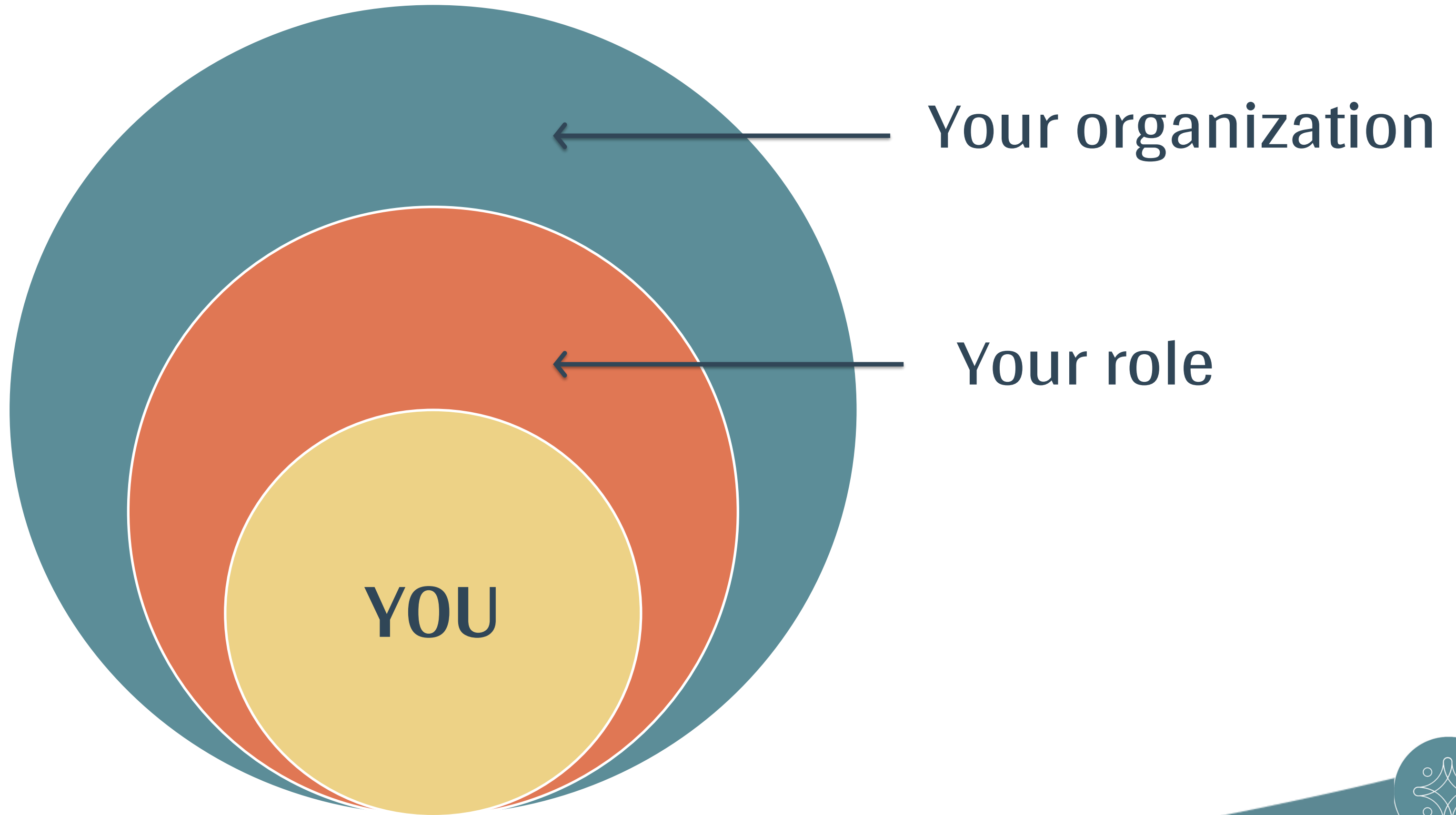




Inclusion starts with you.

“...although diversity can be mandated and legislated, inclusion requires deep internalization, self-regulation, and bottom-up engagement.”³





Some dimensions of diversity



- ❖ Race and ethnicity
- ❖ Socio-economic background
- ❖ Gender and gender expression
- ❖ Age
- ❖ Ability
- ❖ Religious affiliation
- ❖ Sexual orientation
- ❖ Neurodiversity
- ❖ and many others...



Privilege and Power

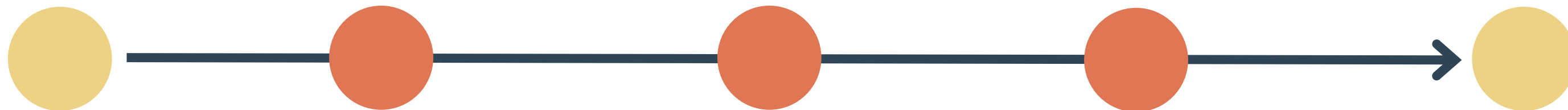




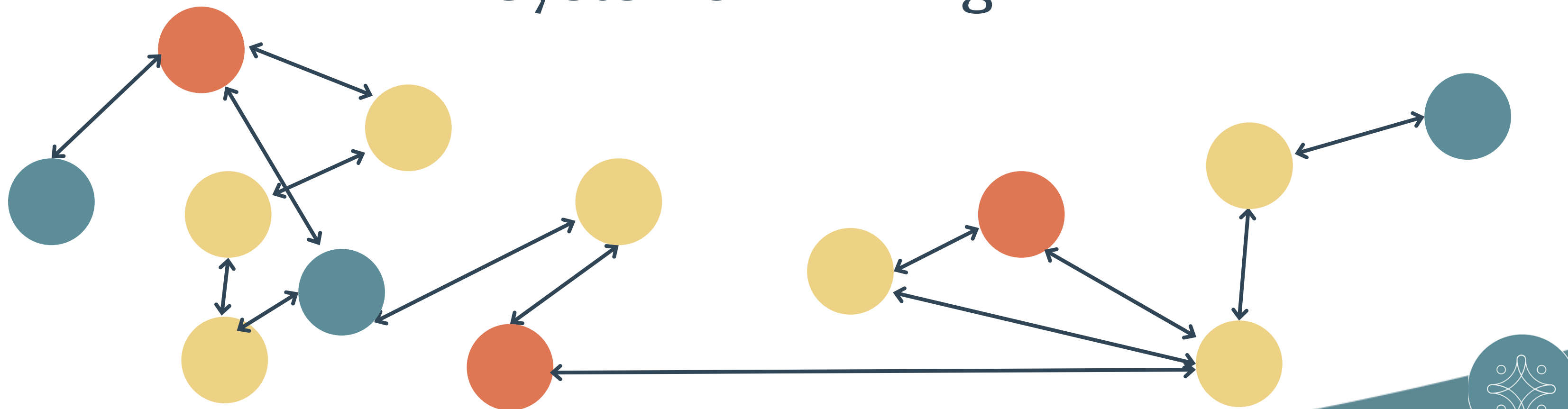
REFLECT:
How much power and
privilege do you have?



Linear Thinking



Systems Thinking



Use Systems Thinking on issues that are:

Applies to Inclusion?

1. Important.
2. Chronic, and not a one-time thing.
3. Familiar, with a known history.
4. Unsuccessful attempts have been made to solve the problem before.

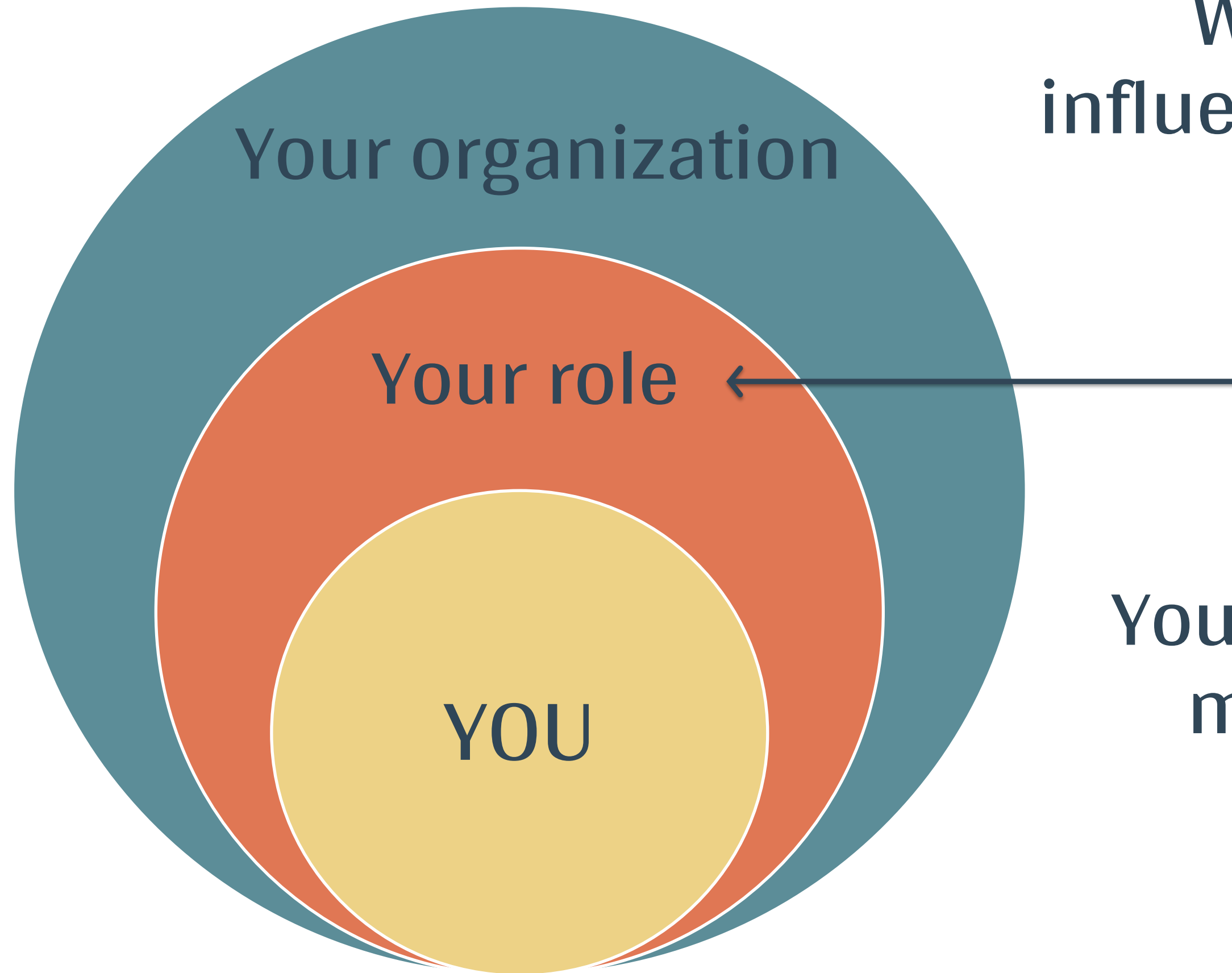




Where might a
systems-thinking
approach support
inclusion?



What can you
influence in your role?



You can “pass the
microphone”.



Passing the microphone (action systems thinking!)



Stop interrupters



Give credit



Share spotlight



Career sponsors



Rotate “non-work” tasks



Every part of
your organization
should be actioning
inclusion.

Your organization

Your role

YOU

Inclusion isn't just
'an HR thing'





INCLUSION IS ACTION

The more power and privilege you have,
the more you can risk.



Example: What WOULD you do?





What **WILL** you do?

Saying something in the moment can be hard.

And the window for action can be small.





But what if...
I didn't know (or wasn't sure)
what I witnessed was a microaggression?





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Fostering belonging and creating positive ripples of change





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Definitions

2SLGBTQI+	Two-spirit, lesbian, gay, bisexual, trans-identified, queer, intersex, and other diverse sexuality or gender that people self-identify. ¹	Inclusion	Ensuring a safe space of belonging, support, and respect. In an inclusive environment, every individual feels valued, and all voices are heard.
Accommodations	“Any change in the work environment or terms and conditions of employment that allows a person with limitations in their abilities, or who faces barriers from the standard rules and conditions of work, to perform their job.” ²	Microaggressions	Insults, snubs, or actions of discrimination that negatively target a marginalized individual or group. They may be intentional or accidental, and may take the shape of jokes, questions, or casual remarks. They can build up and escalate into larger conflicts and damage to a person.
Allyship	Being an ally involves supportive behaviors, actions, and practices, as well as advocating <u>with</u> others from underrepresented groups.	Power	The amount that you have the authority and control over people and resources.
BIPOC	Refers to Black, Indigenous and Persons of Colour.	Privilege	“A right, immunity, or benefit enjoyed by a particular person or a restricted group of people beyond the advantages of most; the unearned and mostly unacknowledged societal advantage that a restricted group of people have over another group.” ³
Diversity	The ways in which individuals are different, both visibly and invisibly.	Representation	Is part of diversity and inclusion and is something we can see, that we can count. For example, how many women are in a workplace but doesn’t address the <i>experiences</i> of women in a workplace. ¹
Equality	Providing the same resources and opportunities to everyone, regardless of their needs or circumstances.	Tokenism	“The policy or practice of making only a symbolic effort (as to desegregate).” ⁴ Being a “token”: the one or only in a workplace (whether that is based on race, ethnicity, religion, etc.).
Equity	Recognizes individuals have different needs and some may need additional support, assistance and opportunities to reach a fair and impartial outcome.	Unconscious bias	Also called implicit bias, are preconceived notions about people or situations that are influenced by our personal experiences and background.



References

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- ³(Slide 7); Dawson, N. E. A., Parker, S. L., & Okimoto, T. G. July 20, 2023. Profiles of diversity and inclusion motivation: Toward an employee-centered understanding of why employees put effort into inclusion and exclusion. Human Resource Management. <https://doi.org/10.1002/hrm.22186>
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- ⁶(Slide 13): Goodman, Michael. Systems Thinking: What, Why, When, Where and How? The Systems Thinker. Accessed September 14, 2023. <https://thesystemsthinker.com/systems-thinking-what-why-when-where-and-how/>
- ⁷(Slide 15): McKinsey & Company. Women in the Workplace 2019. Accessed September 20, 2023. https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2019.pdf
- ⁸(Slide 16): Tulshyan, Ruchika. 2022. Inclusion on Purpose: an intersectional approach to creating a culture of belonging at work. The MIT Press.

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- ⁴Merriam-Webster Dictionary. Searched “tokenism” (*noun*). Accessed October 3, 2023. <https://www.merriam-webster.com/dictionary/tokenism>

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- MasterClass. January 19, 2023. How to be an Ally: 6 Tips. Accessed October 2, 2023. <https://www.masterclass.com/articles/how-to-be-an-ally#1jATB1KKQSTh1UjTcQE3Zg>

