

2019 NCAA Inclusion Forum

#NCAAIInclusion



Inclusive Leadership: Maximizing Everyone's Potential Talent

Dr. Nancy Kaplan
Lamar Lee

Learning Outcomes

Participants will be able to:

- Discuss the meaning of inclusive leadership and its relation to their individual workplaces.
- Identify *Invisible Barriers* that hinder inclusive environments through both a hiring and relationship building lens.
 - Implicit Bias
 - Implicit Egotism
 - Confirmation Bias
 - Micro-Aggressions
 - Stereotype Threat
- Identify best practices for creating inclusive environments

Today's Workshop

Workshop is NOT:

- ❖ Guilt Session
- ❖ Exercise in blame
- ❖ Absolute statement of who right and who is wrong
- ❖ Indictment of a person or group of people

The purpose of this workshop is to:

- ✓ Increase your personal awareness of diversity
- ✓ Build a better foundation for communicating with other people who may differ from yourself
- ✓ Provide a safe and educational environment that encourages respect,
- ✓ responsibility, and understanding of co-workers and others.
- ✓ To create an environment where topics of diversity can be discussed openly with a high level of comfort, both during and after this workshop.

Inter-Active Learning Experience

- Today we are going to apply discussions, through interactive exercises.
- We will review some personal perspectives, terms of diversity, explore the root cause of separation, explore some group dynamics, identify diversity challenges and hopefully offer some solutions.



Ground Rules for the Workshop

S.P.O.R.T.

Sensitivity

Participate

Open Mind

Respect

Timeout



Leadership

What makes a good leader?

Inclusive Leadership

The practice of leadership that carefully includes the contributions of all stakeholders in the community or organization. Leadership benefits from active followers, in a unity, including “upward influence” on a two-way rather than a one-way street.

“There is a road from the eye to the heart that does not go through the intellect”

- G.K. Chesterton

What is Sub-Conscious Bias?

Also known as implicit social cognition, **implicit bias** refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner and without intentional control.

Something to think about...

Less than 15% of American men are over six feet tall, yet almost 60% of corporate CEOs are over six foot tall. Less than 4% of American men are over six foot, two inches tall, yet more than 36% of corporate CEOs are over six foot, two inches tall.

Cook, Rodd: Proven Strategies for Addressing Unconscious Bias in the Workplace, Washington, D.C.: Diversity Best Practices. 2008, p.8

Implicit Egotism (Like-Me Bias)

Refers to the idea that we naturally gravitate toward people, places, and things that resemble ourselves.

Like-Me Bias

If I am X and I am good,
and Y is also X,
Then Y is also good.

Confirmation Bias

The tendency to interpret new evidence as confirmation of one's existing beliefs or theories.

Confirmation Bias



Additional Invisible Barriers

- **Micro-Aggressions**

Are brief and commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicates hostile, derogatory, or negative slights and insults towards people of marginalized groups.

- **Stereotype Threat**

Situational predicament in which people are or feel themselves to be at risk of conforming to stereotypes about their social group.



Tug of Words



Tug of Words

- A statement will appear on the screen. You will have to decide whether you agree or disagree with the statement as shown. The **STATEMENT IS WHAT IT IS.**
- If you agree with the statement, you are to stand on the agree side of the room, if you disagree, you are to stand on the disagree side of the room.
- If you are not sure you are allowed to stand in the middle TEMPORARILY. You eventually have to choose a side. While in the unsure area, you only ask questions to either side.
- Both the agree and disagree side will have a chance to convince others to come to their side of the room. This a competition, try to get as many people on your side as possible.
- You can change your mind as often as you desire.
- This is not an exercise in “political correctness”. Be honest, be open to change, be direct, convince others, more importantly , have fun with it!

Tug of Words

“Jokes can be a useful tool to take power away from stereotypes.”

Tug of Words

“If racial derogatory terms are acceptable for use by people associated with the terms, it is acceptable for people outside that group to use the same terms.”

Tug of Words

“It is less challenging for men to supervise women than it is for women to supervise men.”

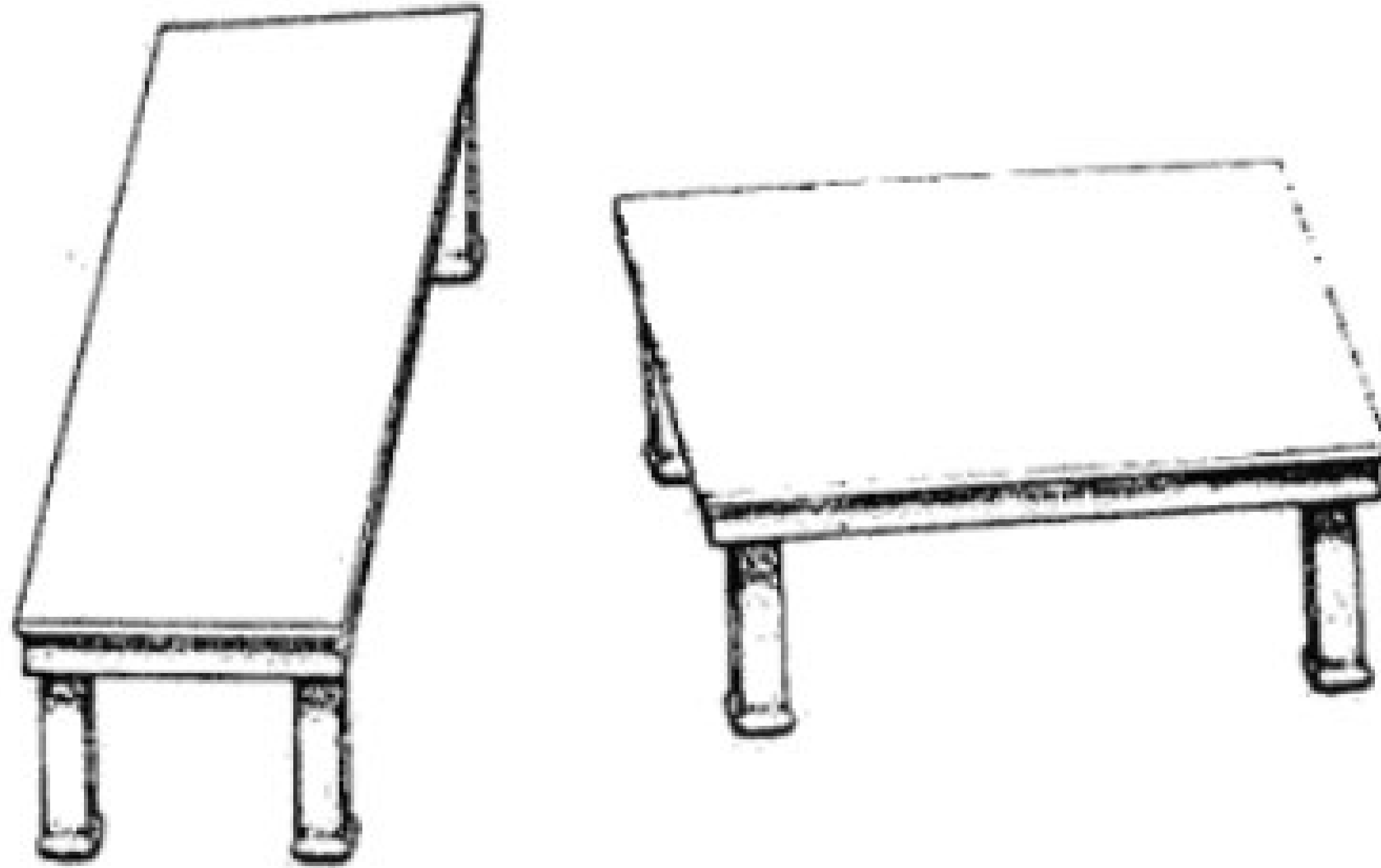
Tug of Words

“In an effort to build a more inclusive society, we are creating an environment of “hypersensitivity.”

Seven Steps to Identify and Address Unconscious Bias

1. Recognize that you have biases.
2. Identify what those biases are.
3. Dissect your biases.
4. Decide which of your biases you will address first.
5. Grow in your cultural competencies.
6. Challenge your biases.
7. Be mindful of bias kick back.

Sub-conscious Bias





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407) 823-4770

ISSJ/UCF

P.O. Box 161400

Orlando, FL32816-1400

Topic

- First level information
 - Second level information
 - Third level information