



MOVING FROM TOLERANCE TO AUTHENTICITY: How Leaders can create authentic spaces for Diversity to thrive.

With Dr. Joel (JP) Martin

President Positively Powerful™ Triad West, Inc.

**20+ Years Transformational Diversity, Equity, and
Inclusion. Solutions Changing Lives and
Businesses for the Better.**





<https://www.youtube.com/watch?v=crAv5ttax2I&t=13s>



What happened?

Was it **Bias** a prejudice in favor of or against a person, or group in a way that's unfair?

Was it **Stereotypical thinking**, beliefs, and expectations applied to every member of a certain group.

Was it a **Micro-aggression**, a brief and commonplace daily verbal and behavioral indignity negatively inflicted upon a person because of their race, gender, religion, sexual orientation, culture, or other diversity dimension?



The impact of bias at work

1. **73% of Arizonans mistakenly believe that sexual orientation and gender identity or expression is covered by Arizona's non-discrimination laws. The truth is that they're not covered.**
2. **African American and Asian job applicants who mask their race on resumes have better success getting job interviews,**
3. **When a job applicant was believed to be male they were rated as more competent and hireable, as well as being offered a higher starting salary and more career mentoring.**
4. **Age discrimination remains a significant and costly problem for workers and their families**

Today, Diversity thrives!

1. Foundations of Diversity, Inclusion and Equity
2. Impact of Bias at Work
3. Practical Ways To Create Authentic Workplaces
4. A Game Changer for Authentic Team Building
5. Questions? Action and Appreciation





Joel Martin (JP) Triad West Transformational DE&I Services

- DE&I Journeys
- Needs Assessments
- Strategic Alignment Training
- International and US Transformational Leadership
- Facilitation, Retreats, and Teams
- Positively Powerful Woman Awards and Business Leadership Symposiums
- Multicultural Ad Agency Owner



Southwest



sodexo



Delivering water and power™



A Leader in Transitions





Diversity goes beyond race and gender.

Personality

Internal Dimensions

External Dimensions

Organizational Dimensions



This model was created by Dr. Marilyn Loden and Dr. Judy Rosener, for their 1990 book "Workforce in America."



Recognizing
Diversity creates
authenticity and
teamwork.



Open mic or post in
chat: 30-seconds to
share something
about your cultural
identity that they are
proud of. Use raise
hand signal to be
recognized.

Notice how you feel.



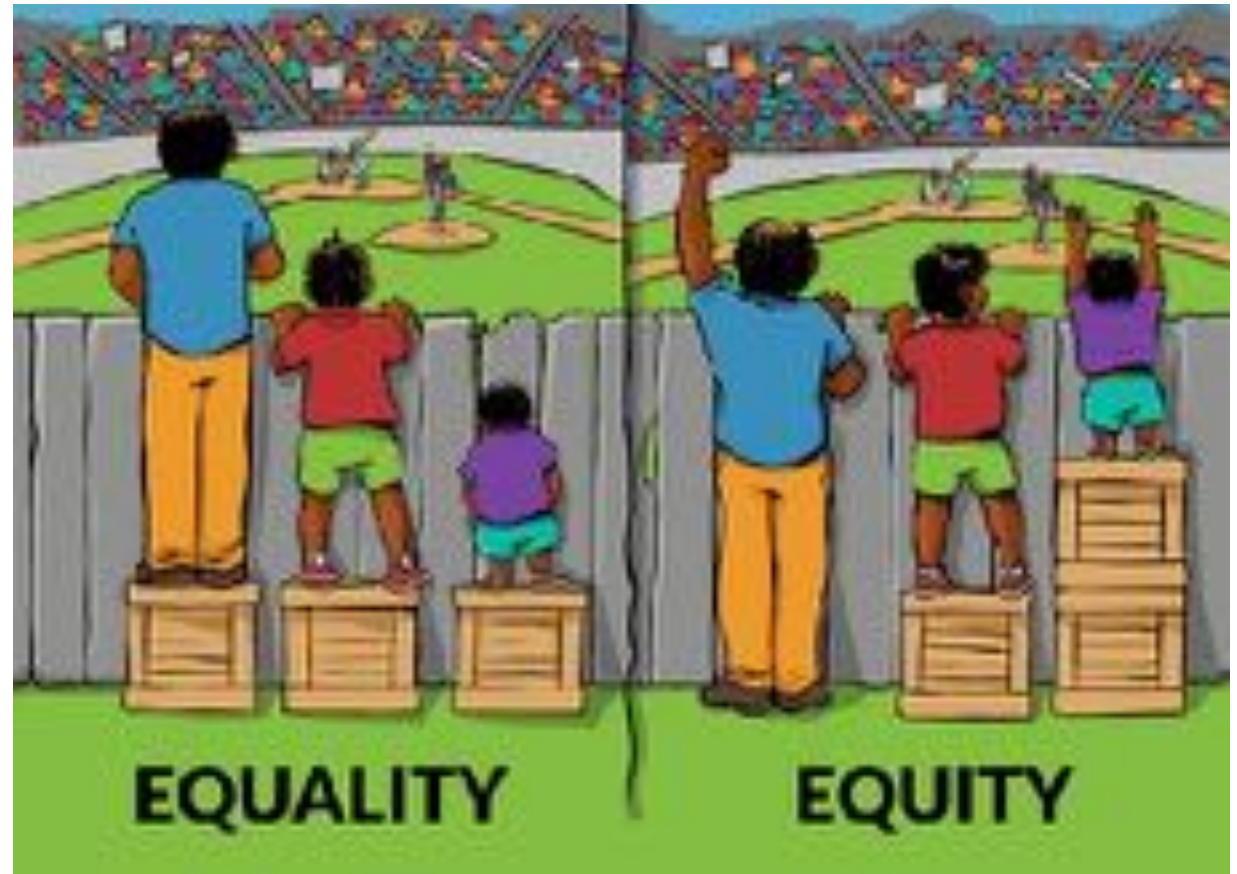


Foundation: Equity and Equality

Equity is being fair and impartial with all people giving everyone what they uniquely need to be successful in the workplace.

Equality is treating everyone the same but it can only work if everyone starts from the same place and needs the same thing.

Image:
interactioninstitute.org and
madewithangus.com





Foundation: Inclusion and Belonging

Inclusion is providing equal and equitable access to opportunities and resources to those who might otherwise be excluded or marginalized — being intentionally welcoming, empowering, and engaging.

Belonging is creating a feeling of trust, security, and support in a workplace set up to be diverse, equitable, and inclusive where every individual is able to contribute fully.





Foundation: Authenticity or Tolerance at work.

Tolerance is putting up with something trying or painful, overcoming or successfully controlling an impulse to resist, avoid, or resent something injurious or distasteful.

Stanford Encyclopedia of Philosophy

Authenticity is being true to your own personality, values, and spirit, regardless of the pressure that you're under to act otherwise.

Mindtools

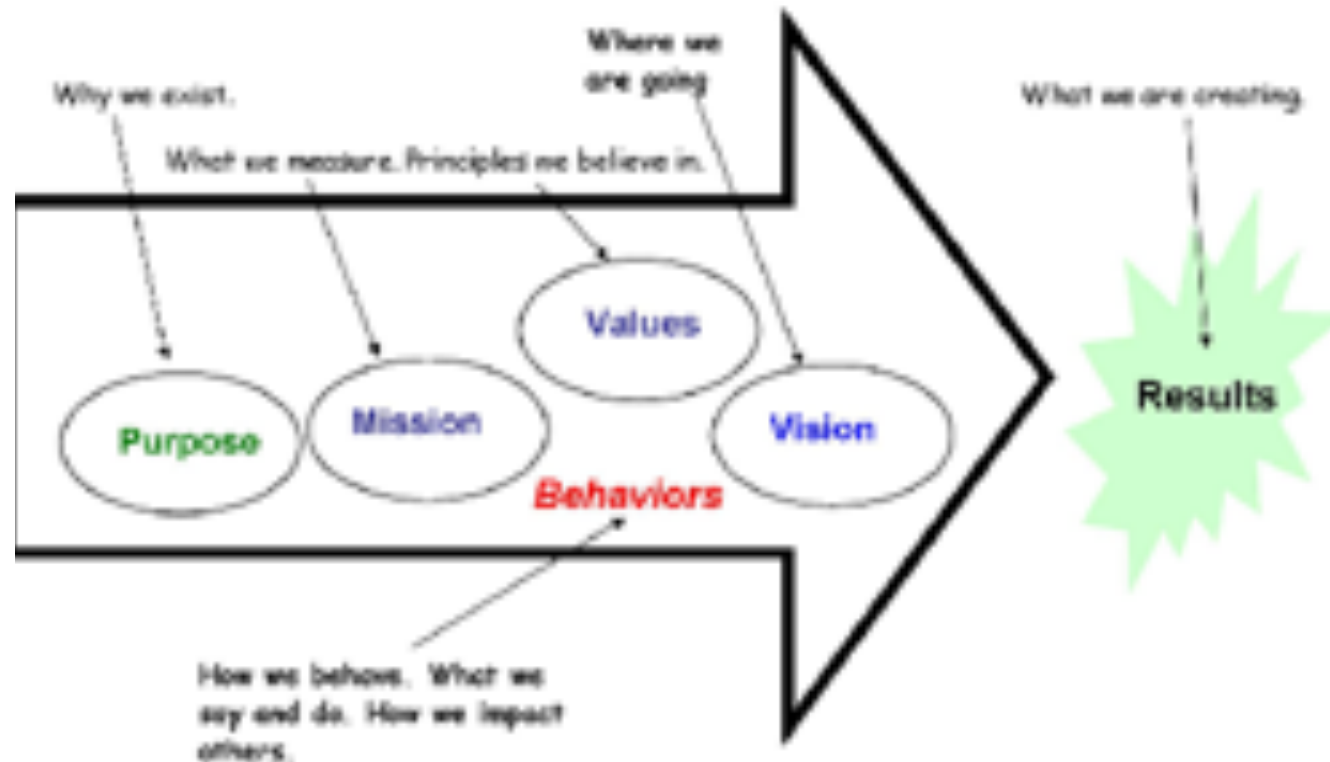


<https://www.p2leaderlab.com/fallacy-workplace-authenticity/>



Create Your Authentic Work Place

Alignment Commitment: “illuminate your DE&I purpose so brightly that it is unmistakable.” (Based on Bizfluent)





Create Your Authentic Work Place

Choose to Communicate: Who you are.

- Acknowledge your role models.
- Create Listen and Learn Sessions.
- Celebrate diversity as a DE&I committee and ERG.
- Be willing to have difficult conversations.



Create Your Authentic Work Place

Be a DE&I Champion: Lead the way.

- Learn your triggers. Find exceptions to each one.
- Slow down. Inaccurate assumptions can pop into our heads as we are rushing or stressed.
- Use the Platinum Rule. Do unto others as they would have you do unto them.



Create Your Authentic Work Place with Room for Everyone.

- A majority of the U.S. population will be people of color by the year 2025.
- Hispanic people are projected to be the largest racial or ethnic minority group in the U.S.
- Recruitment, retention, associate engagement, loyalty, and inclusiveness are connected.
- The more included associates feel, the more innovative they are and the more they will go above and beyond the 'call of duty



“While we might feel small, separate, and all alone, our people have never been more tightly tethered. The question’s not if we will weather this unknown, but how we will weather the unknown together.”-

Amanda Gorman



Create Your Authentic Work Place:

A proven, practical, often unused way to create more authentic workspaces and relationships with staff.





Create Your Authentic Work Place: **Ground Rules**

- The purpose of **Ground Rules** is to define the ways to play and win the game. (Basketball, the Olympics, etc.)
- For **DE&I to Thrive**, **Ground Rules** can set the context.
- The **Ground Rule** setting process builds teamwork, is aligning, collaborating, and visionary.
- The **Ground Rules** are embedded into activities and are your way of checking results.
- **Ground Rules** are about winning. Invent yours.





Ground Rules sample

Non-negotiable Ground Rules

- Respect and support everyone.
- Confidentiality. Make this a safe space.
- Be on time.
- Complete any training.
- Have some fun.
- Assume a positive intention.

Negotiable Agreements

- Participate 100%.
 - Speak for yourself. Use "I" statements.
 - Speak with a purpose.
 - Be honest.
 - Be responsible, blame no one.
 - Allow yourself to be interrupted.
 - Adopt a learning attitude.
 - Continue to support the DE&I Journey
-



Today, Diversity thrives!

1. Foundations of Diversity, Inclusion and Equity
2. Impact of Bias at Work
3. Practical Ways To Create Authentic Workplaces
4. A Game Changer for Authentic Team Building
5. Questions? Action and Appreciation



Thank you for joining me, Dr. Joel P. Martin

1. For today's PPTs, email: jpmartin@triadwest.com
2. For a a 30-Minute Complimentary Consultation
<https://calendly.com/jpmartin>
3. For a copy of "How To Be A Positively Powerful Person" Amazon.Com
4. To subscribe to "We Get Inclusive" Newsletter
www.positivelypowerful.com
5. Plan on attending the Annual Positively Powerful Woman Awards and Summits, Oct./Nov. 2022

Triad West. Inc.

More than 20 Years Transformational DE&I Services
Changing Lives and Businesses for the Better.

Phone: 480-221-5686 www.positivelypowerful.com

Linkedin: <https://www.linkedin.com/in/drjpmartin/>



