



INCLUSION INSIDER TIPSHEET

10 Tips to help you
Speed Up
Inclusion
at Work

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NOTE: All the references for these slides are in last slide

TIP # 1

The **Future-Now** workplace will be diverse. It makes sense to be adept at working with that diverse workforce.

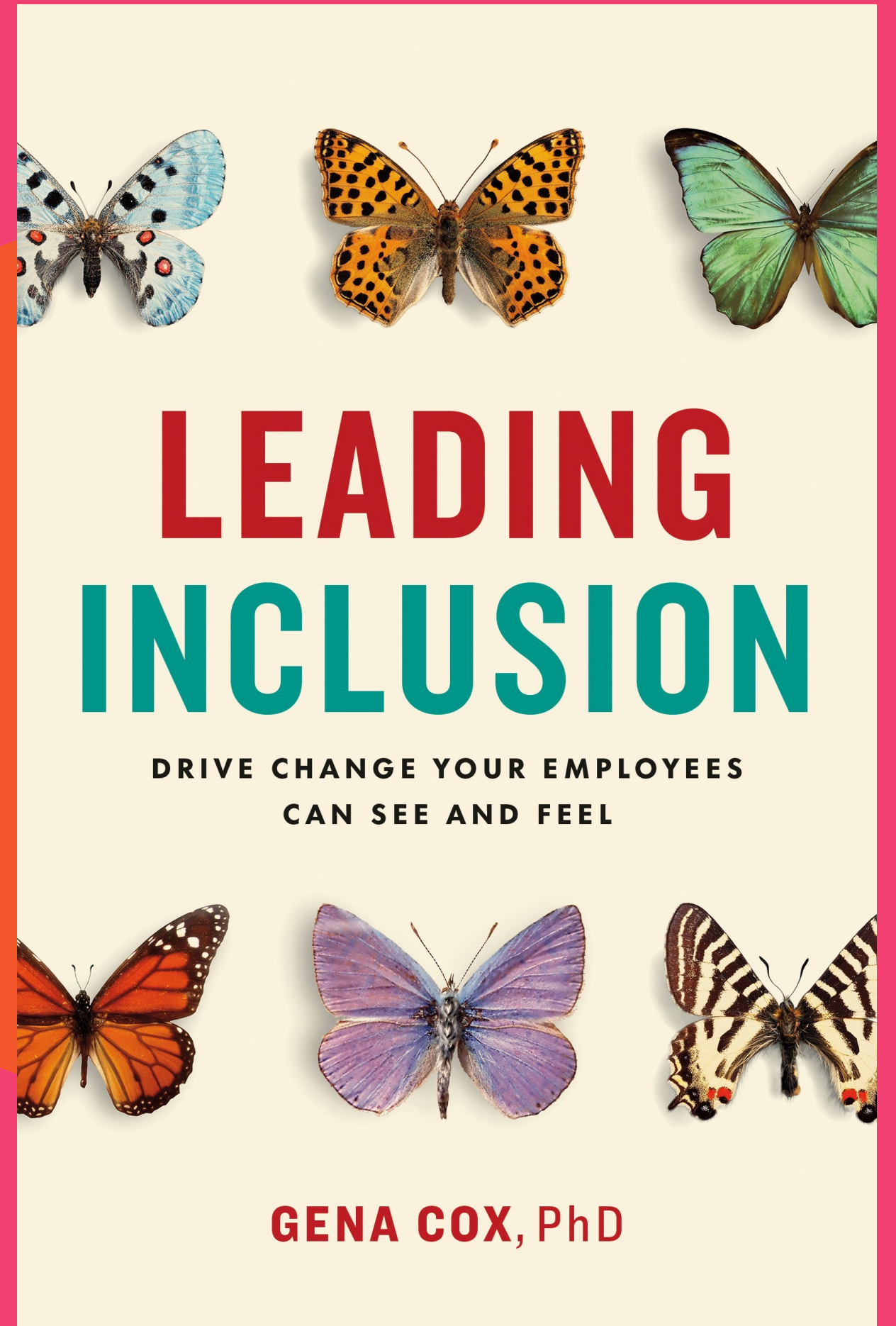
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TIP #2

Lead inclusion from the top

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According to the National Museum of African American History and Culture, systemic racism “is the overarching system of racial bias across institutions and society.”

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TIP #3

**Focus on
reducing
systemic bias**

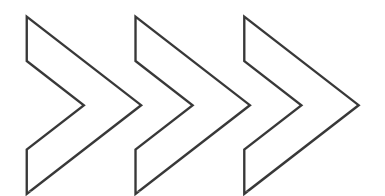
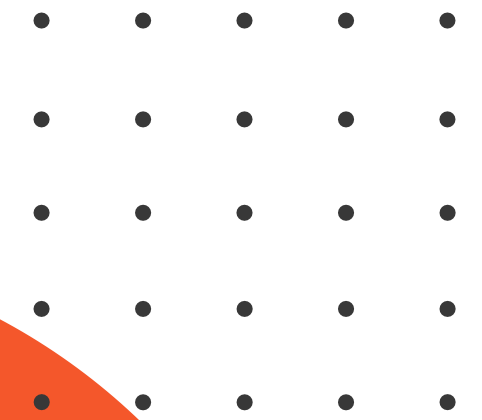
Systemic bias shows up in the processes and norms that are built into your talent management, product design & development, supply chain, marketing, sales, etc.

It's why, for example, 2020 was the first year people of color were used for the first time, in advertising for so-called "luxury" products, even though people of color bought those products all along. Or, why few people of color are placed seldom in client-facing top revenue-generating jobs.

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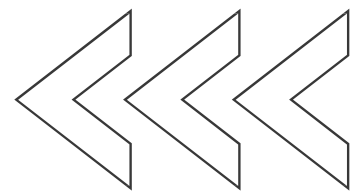
TIP #4

Spotting systemic bias

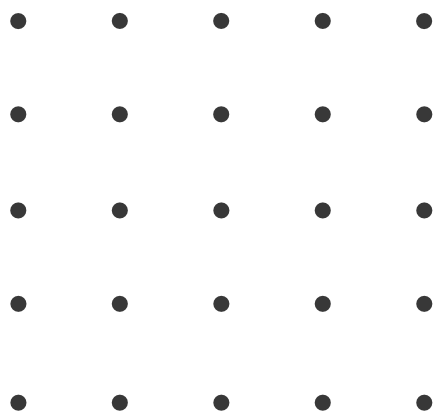
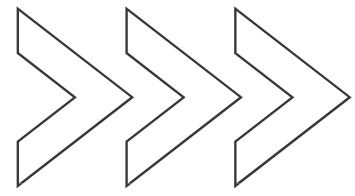


Tip # 5:

On the talent management side, systemic bias shows up in ... Hiring, promotion, career mobility, access to high-visibility roles, access to the power network, pay equity, etc.



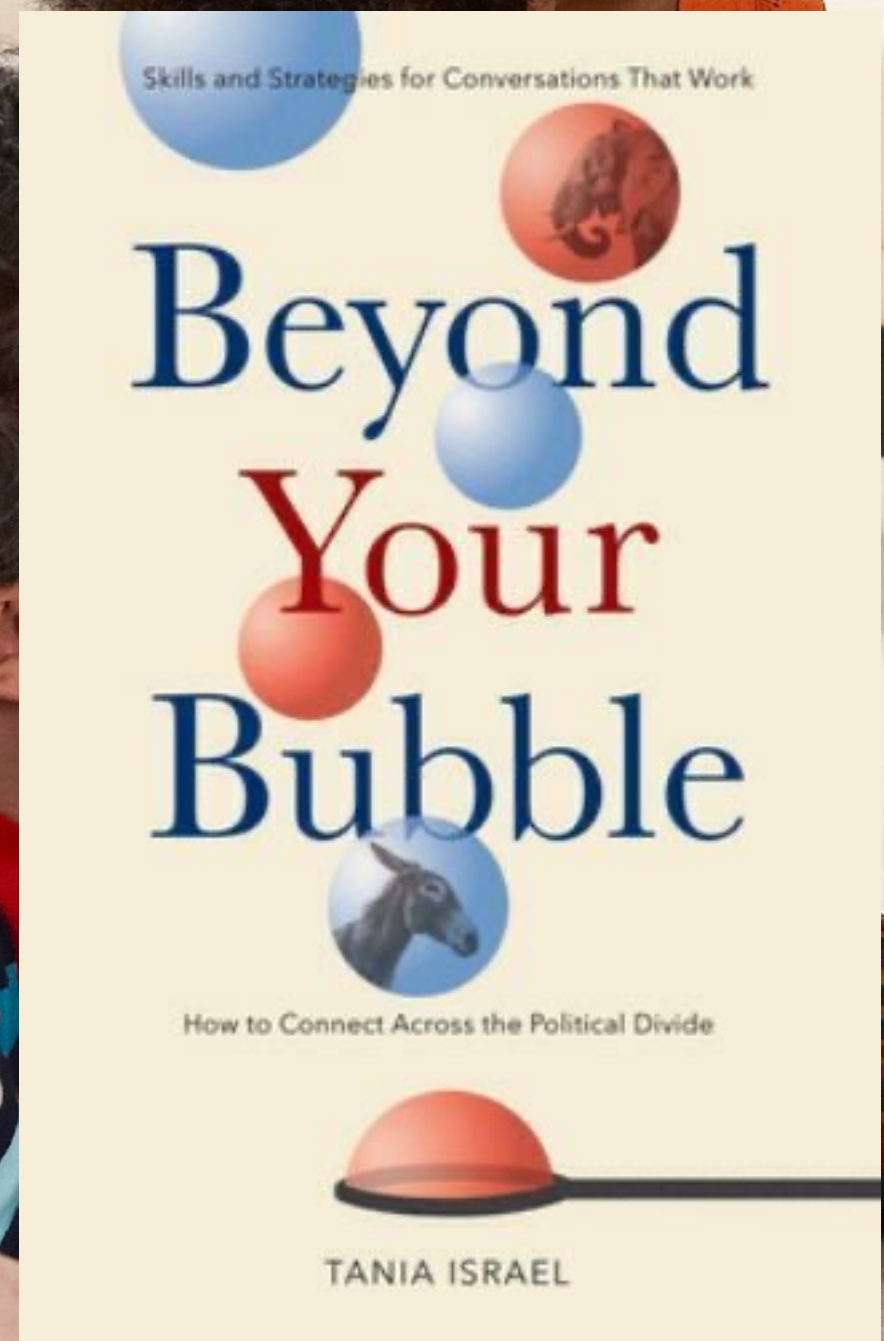
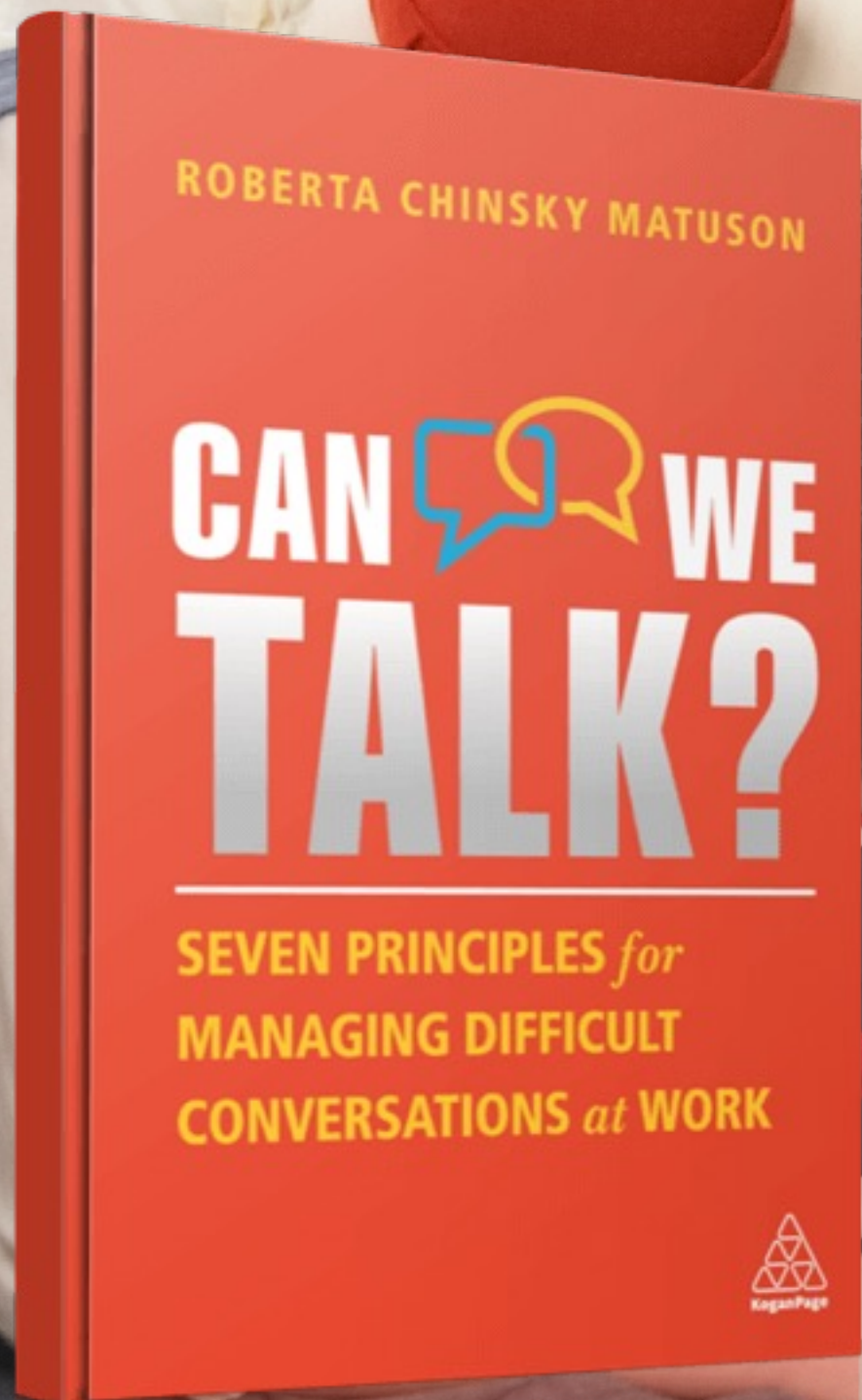
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TIP #6

Connecting intentionally is the easiest way to get past the emotional barrier of relating to people you may not understand today.

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Tip #7

CONNECT BY
BEING
CURIOUS

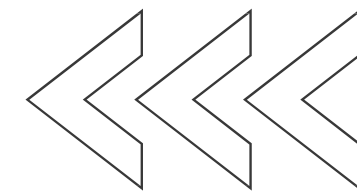
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TIP #8

Connect by
playing games



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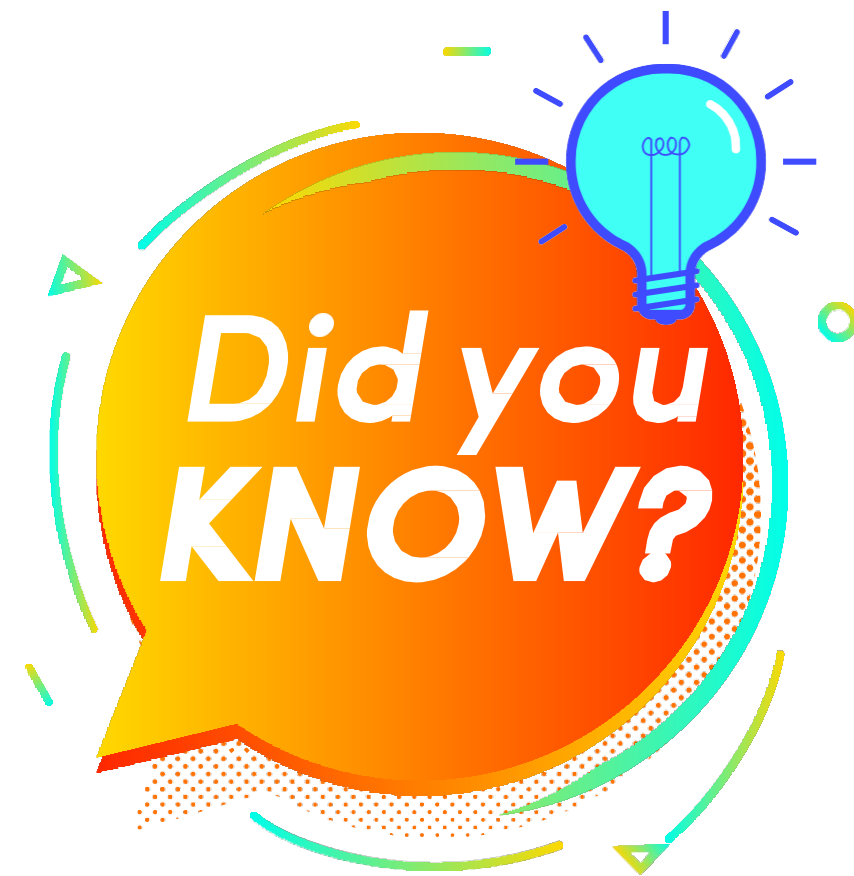
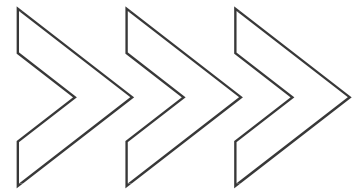
TIP #9

LEAD LIKE A BASEBALL DESIGNATED HITTER

Focus on
the
incoming ...
on behalf of
ALL your
employees.
It's Job #1
if you're a
manager.

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TIP #10

MEASURE WHAT MATTERS

ISO 30415:2021

Human Resource Management - Diversity And Inclusion

[There is an international standard for this!]
One of the biggest challenges with this work is figuring out if you're making progress. This tool from the International Organization for Standardization [ISO] can help.

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Resource List - Part 1



Meet the US workforce of the future: Older, more diverse, and more educated. Deloitte Review issue 21
<https://www2.deloitte.com/us/en/insights/deloitte-review/issue-21/meet-the-us-workforce-of-the-future.html>

Deepa Purushothaman. 2022. The First, The Few, The Only: How Women of Color Can Redefine Power in Corporate America <https://www.amazon.com/gp/product/0063084716>

Gorick Ng. (2021). The Unspoken Rules: Secrets to Starting Your Career Off Right.
<https://www.amazon.com/gp/product/1647820448>

Lily Zheng. (2018). Gender Ambiguity in the Workplace: Transgender and Gender-Diverse Discrimination.
<https://www.amazon.com/Gender-Ambiguity-Workplace-Gender-Diverse-Discrimination-dp-1440863229/dp/1440863229>

Miriam Warren. (May 2021). 3 ways to be a better ally to your AAPI coworkers and the greater community. Fast Company. <https://www.fastcompany.com/90632294/3-ways-to-be-a-better-ally-to-your-aapi-coworkers-and-the-greater-community>

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Resource List - Part 2

Sheila Callaham. Feb 2022. Workplace Age Bias Hurts Early- And Late-Career Workers.

<https://www.forbes.com/sites/sheilacallaham/2022/02/25/workplace-age-bias-hurts-earlyand-late-career-workers>

Ludmila N. Praslova. (April 2022). Harvard Business Review. Your “Autism Awareness Day” Might Be Excluding Autistic People. <https://hbr.org/2022/04/your-autism-awareness-day-might-be-excluding-autistic-people>

Gena Cox and David Lancefield. (2021). Harvard Business Review. 5 Strategies to Infuse D&I into Your Organization. <https://hbr.org/2021/05/5-strategies-to-infuse-di-into-your-organization>

National Museum of African American History and Culture. (n.d.). Being Antiracist. Smithsonian. <https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

The Fashion World Promised More Diversity. Here’s What We Found.

<https://www.nytimes.com/2021/03/04/style/Black-representation-fashion.html>

From Gucci to Prada, luxury fashion brands were challenged to confront racist attitudes.

<https://www.usatoday.com/story/entertainment/celebrities/2020/06/22/luxury-fashion-brands-get-blowback-racism-gucci-prada-loreal/3234226001/>

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Resource List - Part 3

Kardas, M., Kumar, A., & Epley, N. (2022). Overly shallow? Miscalibrated expectations create a barrier to deeper conversation. *Journal of Personality and Social Psychology*, 122(3), 367–398.

<http://dx.doi.org/10.1037/pspa0000281>

Roberta Chinsky Matuson. (2021). *Can We Talk?: Seven Principles for Managing Difficult Conversations at Work*. Kogan Page. <https://www.amazon.com/Can-Talk-Principles-Difficult-Conversations/dp/1398601330>

Susan McPherson *The Lost Art of Connecting: The Gather, Ask, Do Method for Building Meaningful Business Relationships*. <https://www.amazon.com/Lost-Art-Connecting-Meaningful-Relationships-ebook/dp/B08JZFYX46>

Over Coffee Games by Gena Scurry - <https://www.overcoffeegames.com>

So Cards by Miguel Luis Calayan - <https://microcosmpublishing.com/catalog/other/11906> Culture Tags

Games by Eunique Jones Gibson <https://culturetags.com/>

ISO20415:2021. Human Resource Management –Diversity and Inclusion.

<https://www.iso.org/standard/71164.html>

I hope you found a few useful resources in this Tip Sheet.

Keep in touch.

Thank you.



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