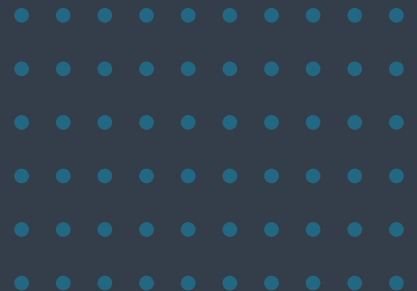


# INCLUSIVE LEADERSHIP



# HONOURING TRADITIONAL TERRITORIES

## Toronto

I know that we are all located in different places. As we begin, I want to acknowledge that each of these places have histories, traditions, and stories that are old and that should be honoured because they provide context to our own stories, no matter what our personal backgrounds might be.

I would like to acknowledge that the land from which I am joining, Toronto, has been and continues to be the territory of many peoples, including the Anishnaabeg, Haudenosaunee, Métis, and Mississaugas of the Credit First Nation, who continue to care for and sustain the land on which I have the privilege of living and working.

As we delve into the topic of inclusive leadership, I encourage you to reflect on the ways your stories intersect with the other stories of the lands on which you live and work, and the role you play in creating the inclusive future that could be.

### **Inclusive Leadership SLX+**

4 signature modules + coaching  
+ case studies (6 week experience)

### **Inclusive Leadership SLX**

4 signature modules + coaching  
(5 week experience)

### **Inclusive Leadership TTT**

We train your trainers for high-touch  
delivery at scale (annual term)

### **THG On Demand**

License our interactive modules for  
self-directed learning at scale  
(annual term)

Build  
inclusion  
at  
scale



**Taking the Stage**  
For women leaders

**Visible Leadership**  
For BIPOC leaders

**Enabling Leaders**  
For disabled leaders

**Proud to Lead**  
For LGBTQ2+ leaders

**Communicating as an Ally**  
For everyone

Support  
your  
ERGs

# FROM INTENTION TO IMPACT.

---



SHARE IN THE  
CHAT:

**What holds you back  
from acting on inclusion?**



# INCLUSIVE LEADERS FOCUS ON COMMUNICATION

# 3 COMMUNICATION STRATEGIES



**EMPATHY**  
CALLING IN &  
CALLING OUT



**HUMILITY**  
DEBATE VS  
DIALOGUE



**RESPECT**  
MICRO  
AFFIRMATIONS





# CALLING OUT vs. CALLING IN

**draws attention to  
a problem & holds  
people  
accountable.**

**holds people  
accountable,  
normalizes  
speaking up,  
& is more likely  
to lead to the  
desired result.**

1. **Begin with empathy and give the benefit of the doubt.**
2. **Identify the problem.**
3. **Label it.**
4. **Suggest a course of action.**

**CALLING  
IN**

# PRACTICE

**“You know who would be perfect for this project? Stacey. But Stacey has 2 young kids at home. So let’s give it to Jonathan.”**

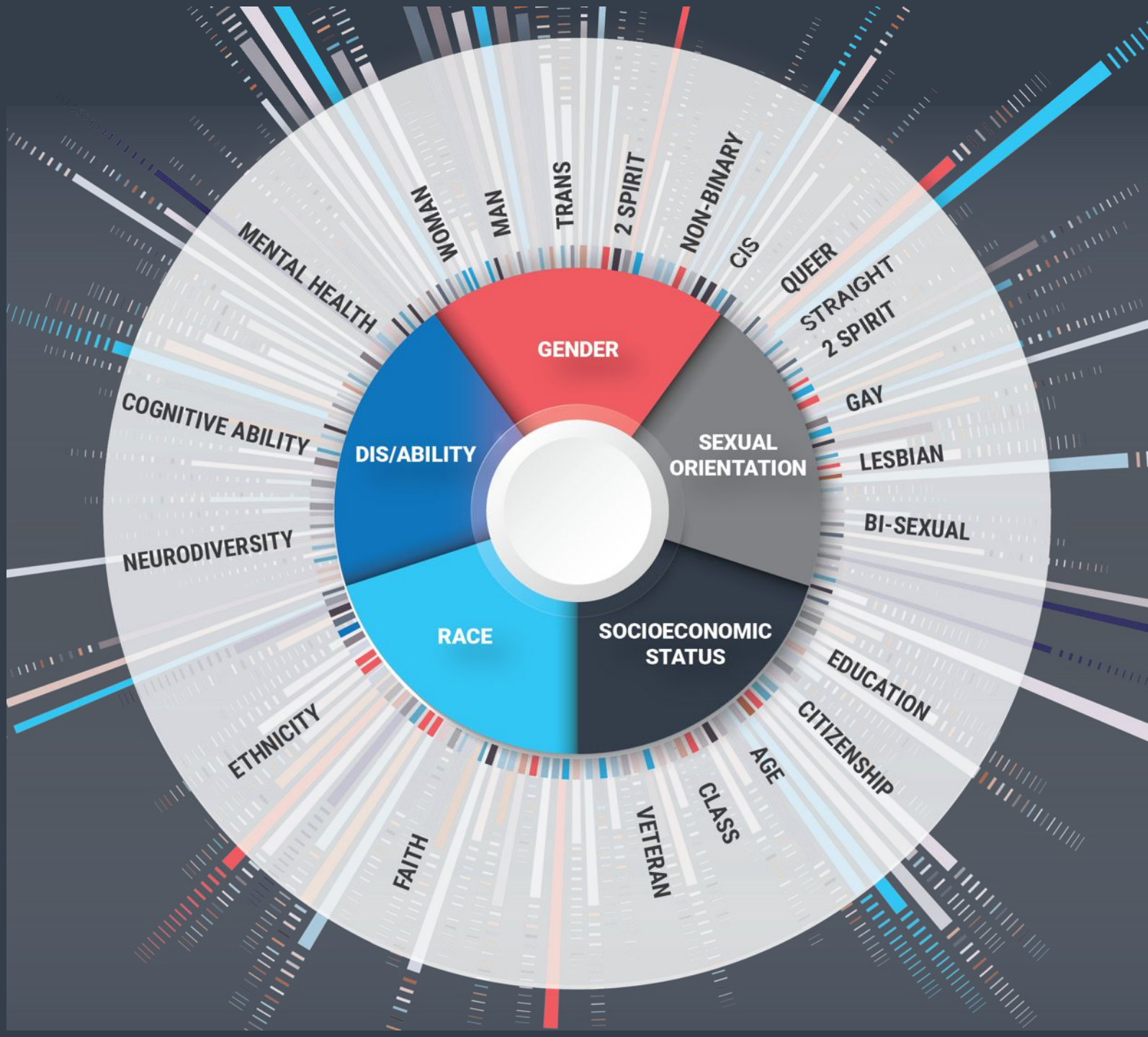
**You believe this is a good opportunity to call your leader in. You have called a meeting with your leader to talk about this after the fact.**

# CALLING IN

1. **Begin with empathy and give the benefit of the doubt :** “I know you didn’t mean to have a negative impact. I’m telling you this because I know you would want to be aware if you said something that was hurtful.”
2. **Identify the problem:** “What you said about Stacey didn’t sit right with me.”
3. **Label it:** “It was sexist to assume that she isn’t a good candidate because she has children.”
4. **Suggest a course of action:** “You should speak to Stacey directly about this opportunity.”

# EMPATHY







# BE AN ALLY



## 5 WAYS TO OPEN YOURSELF UP TO ALLYSHIP:

1



### OPEN YOUR EYES.

Look around and notice inequities in your workplace.

### OPEN YOUR EARS.

Ask for and listen to different viewpoints.

3



### OPEN YOUR HANDS.

Use your privilege as a source of power to lift others up.

### OPEN YOUR MIND.

Bring humility to every conversation to create dialogue.

5



### OPEN YOUR HEART.

Start with empathy rather than defensiveness.

2



4



THE  
HUMPHREY/  
GROUP

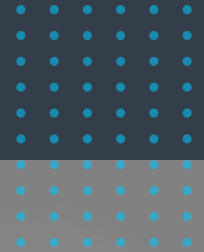


# HUMILITY



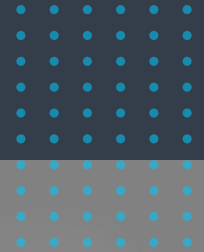
# DEBATE VS DIALOGUE





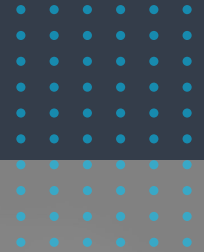
**“I see things  
differently ”**





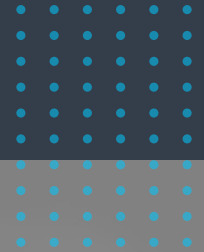
**“Tell me more  
about how you  
reached that  
conclusion”**





**“You haven’t  
considered X”**





**“Did X factor into  
your decision  
making?”**



# DEBATE VS DIALOGUE



<div>Dimensions of my diversity</div> <div>My Trusted 5</div>					

YOUR TRUSTED FIVE





# MITIGATING YOUR BIAS



# RESPECT



PRIORITIZING  
**IMPACT**  
OVER  
**INTENTION.**

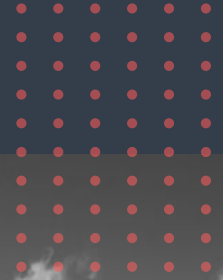


**RESPECT**





# PRACTICE MICRO AFFIRMATIONS



# PRACTICE MICRO- AFFIRMATIONS

- “I noticed you weren’t speaking much during the meeting. Did you have any thoughts to share? I’d love to hear them.”
- “Thank you for providing your feedback, it was very helpful to me.”
- “I heard you make a joke that may have offensive, I think you should follow up with Suzanne.”



# STOP MICRO AGGRESSIONS



# PRACTICE

- “But you speak English so well.”
- “When I look at you, I don’t see colour.”
- “What does your husband do?”
- “It’s amazing what you’ve been able to achieve. You’re an inspiration to all disabled people.”
- “I never would have known that you were trans.”

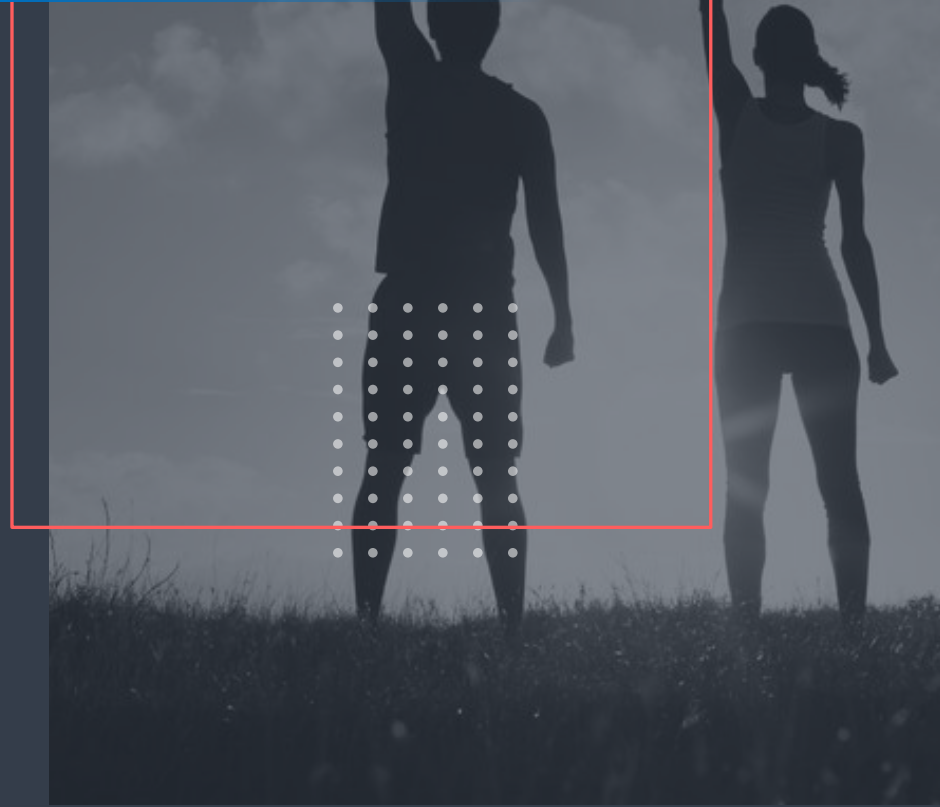


# CALL TO ACTION

Choose 1 **STRATEGY.**

Choose 1 **OPPORTUNITY.**

Test 1 **BEHAVIOUR.**







# Q&A

