

The WICT Network

Empowering Women
in Media, Entertainment and Technology

Creating Space for Diversity, Equity,
Inclusion, and Belonging in the
Workplace

Susan Jin Davis
November 15, 2022

Session Expectations

1

Understand Importance of Diversity, Equity, Inclusion, and Belonging (DEIB) in your own lived experience

2

Understand the Impact of Exclusion Personally and Professionally

3

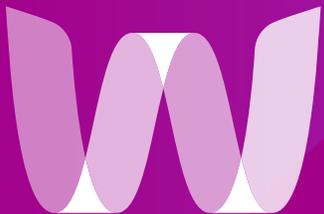
Review Unconscious Bias and Understand De-Biasing Tactics

4

Learn and Utilize the 3 Drivers of Inclusion: Connection, Vulnerability/ Courage, & Resources

5

Create a DEIB Challenge: Building and Promoting a Culture of Inclusion as a Leader

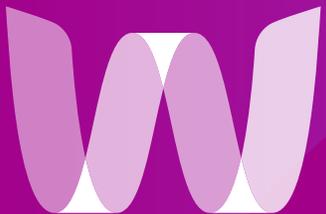


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Inclusive Learning Agreements

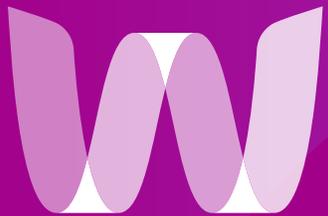
- Speak your truth
- Learning mindset
- Respectful listening
- Take space, make space
- Ouch, Oops
- Confidentiality
- Others....



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Review: Social Identities

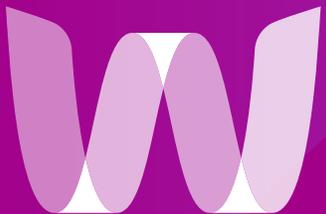


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Social Identities

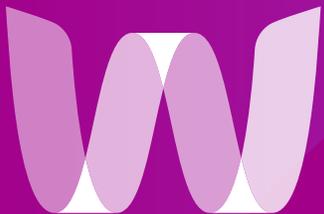
- Labels that people use to categorize or identify themselves and/or others as *members of a specific group of people*.
 - Ethnicity
 - Race
 - Nationality
 - Biological sex
 - Gender identity
 - Sexual orientation
 - Ability/Disability
 - Religion
 - Profession
(e.g., director, artist)
 - Community affiliation
(e.g., organizer, activist)
 - Relationship status
(e.g. mother, widower)
 - Age/generation
(e.g. teenager, generation X)
 - Class/Economic Status
(e.g. Lower-Class, 1%)



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| | Given | Chosen |
|---------------|---|---|
| Personal Life | <p>Child of Immigrants Asian American/Korean American Person of Color Cisgender Woman Straight/Heterosexual Widow Able Bodied</p> | <p>Christian Runner/Athlete Art Lover (music, performing arts, etc.) Foodie Traveler Married</p> |
| Workplace | <p>Asian American/Korean American Person of Color Cisgender Woman Straight/Heterosexual Able Bodied</p> | <p>Lawyer DEIB Champion Producer Sustainability Advocate System Designer</p> |

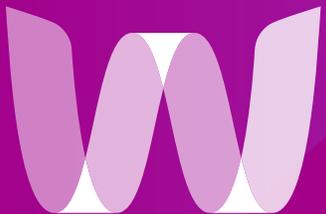
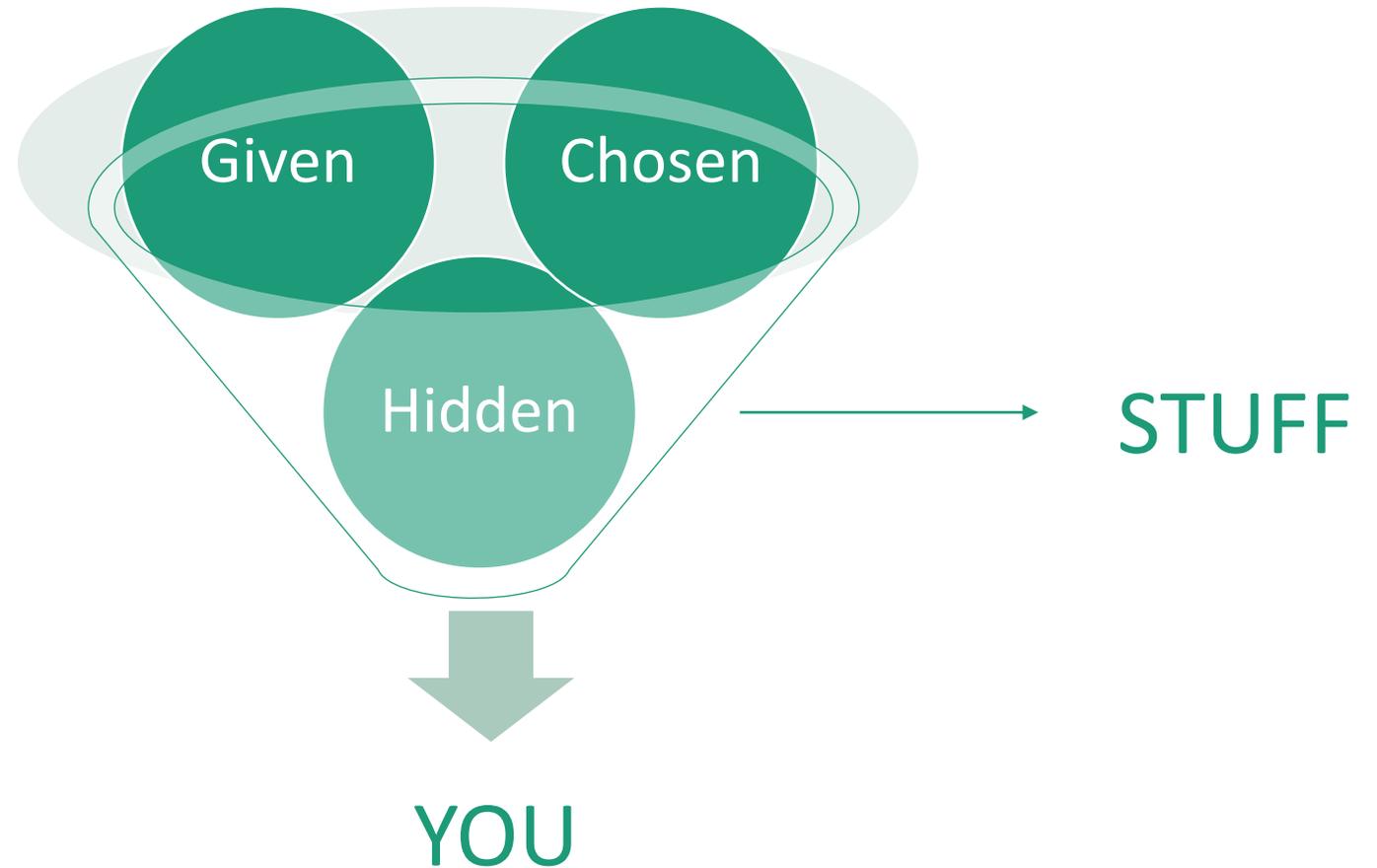


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Social Identities: Questions?

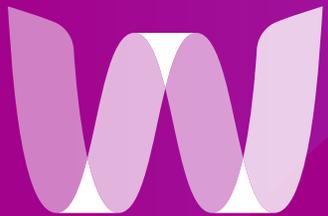
- What stuck out for you in social identity sharing?
- What did you learn?
- What were the surprises?



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Diversity, Equity, Inclusion, & Belonging



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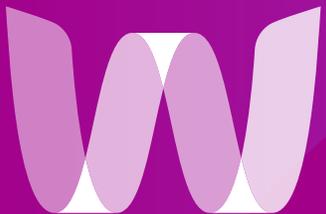
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Leadership is a social process that enables people to work together as a cohesive group to produce collective results.

Emotional Intelligence:

- Self-awareness
- Self-management
- Social awareness
- Relationship management

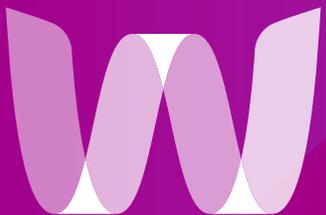
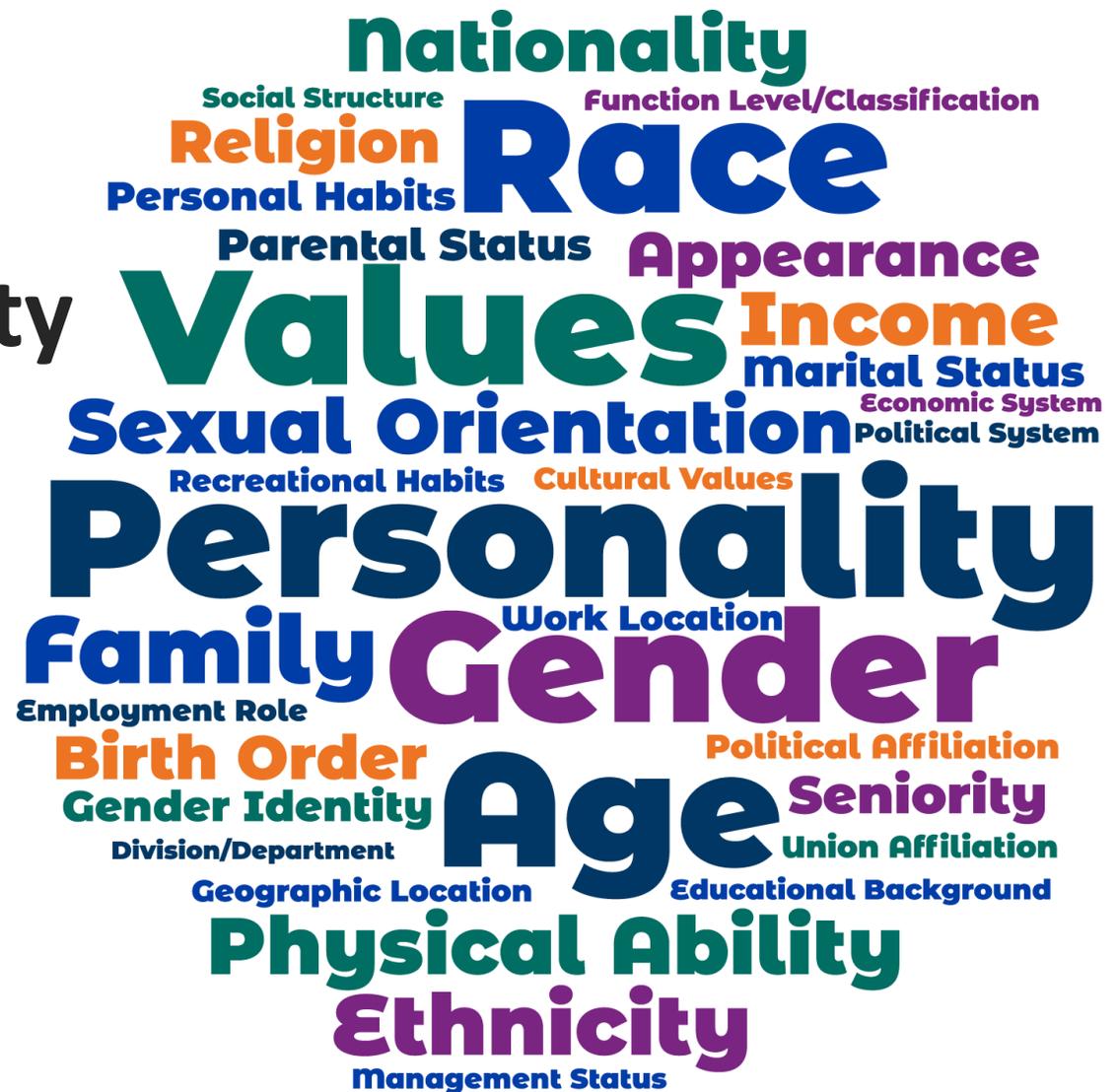


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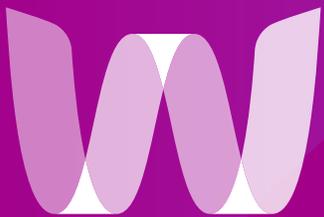
Dimensions of Diversity

This word cloud offers labels that people use to identify themselves and/or others as *members of a specific group of people.*



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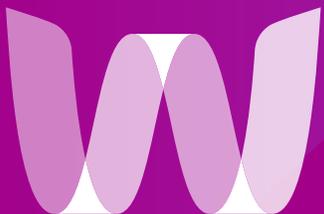
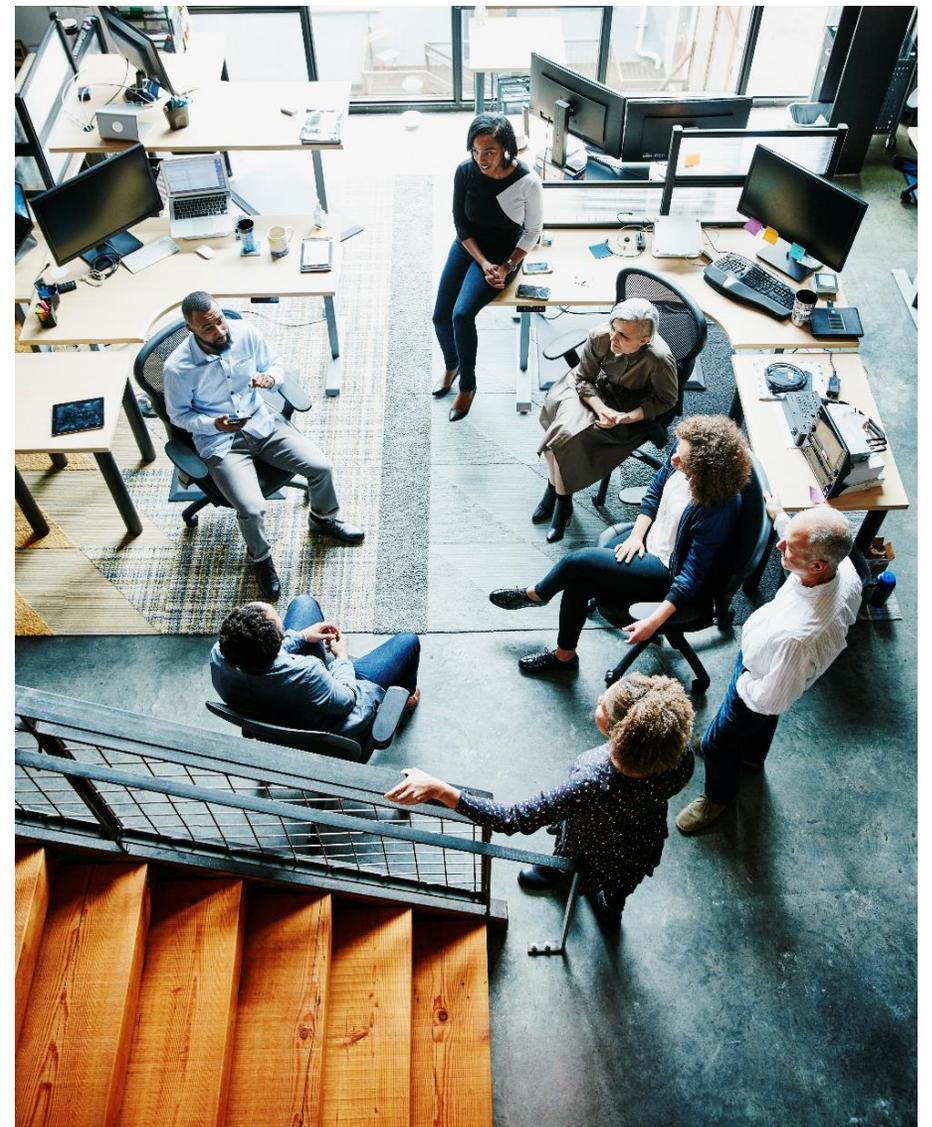
What is Diversity, Equity, Inclusion, & Belonging (DEIB)?

Diversity - Collective blend of characteristics, values, beliefs, experiences, backgrounds, and behaviors among individuals, groups, organizations, and communities.

Equity - Fair and contextually-appropriate access to the resources and opportunities required for every individual, group, organization, and community to attain their full potential.

Inclusion - Full, meaningful, and authentic participation of, and investment in, every individual in a group, organization, or society.

Belonging - Belonging means that everyone is treated and feels like a full member of the larger community and can thrive.



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Understanding Equality and Equity



Equality

Sameness for all.



Equity

Fair opportunities to attain individual's full potential



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Breakout: Belonging/Not Belonging

- 1** Think about a time when you felt included in a group...
What was the impact on you?
- 2** Think about a time when you were not included...
What was the impact on you?



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In-groups and Out-groups

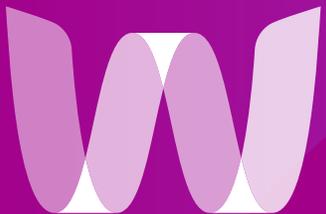
In-groups:

A group whose members are included and have a sense of belonging, significance, and respect.



Out-groups:

A group with individuals that are excluded from a more dominant group based on elements of their social identities.



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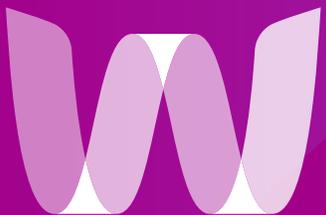
Personal Cost of Disconnection

- Amygdala Hijack
- Cortisol
- Adrenaline
- Negative effects on mood and job performance



When connection is low...

- Fear
- Mistrust
- Apprehension
- Concern
- Negative effects on mood and job performance

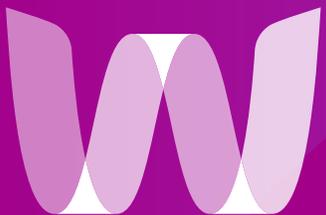


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Exclusion

- An act or state of being disregarded from groups
- Includes the use of power and privilege to rationalize the disenfranchisement of individuals and groups of people
- Negatively impacts one's socio-emotional levels

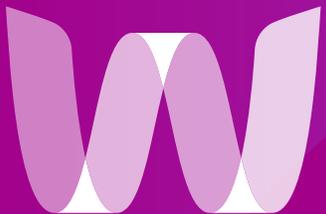


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Inclusion

Appreciated
Willing to take a risk
Valued Proud Included
Confident Comfortable
Safe Surprised Great Free
Fulfilled Like a "cool" kid Brave Closeness
Welcomed Cared for Important Content
Secure Follower Satisfied Excited
Like I belonged there Calm Liked
Relaxed Loved
Respected Accepted



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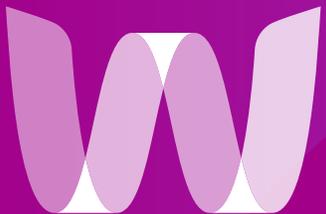


For Your Consideration: Business Impacts

- Causes of derailment consistent globally:
 - Problems with interpersonal relations
 - Failure to build and lead a team
 - Inability to change
- Correlation between derailment (poor performance) and leader's lower capacity to connect

BUT the good news is...

- Strong correlation between superior performance and leader's capacity to connect
- The greater the representation, the higher the likelihood of outperformance (profitability)

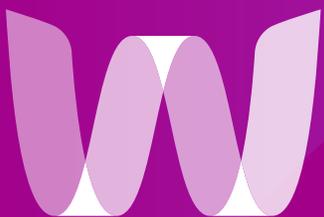


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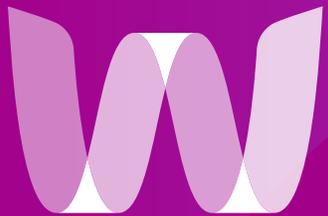
The Curb Effect

- Disabled activists created first curb ramp on Berkeley campus on Telegraph Avenue themselves in early 1970's
- Telegraph Avenue: "the slab of concrete heard 'round the world."
- Hundreds of thousands across the country followed
- Americans with Disabilities Act became law in 1990
 - "Let the shameful wall of exclusion finally come tumbling down."
- Intentionally supporting one group benefits **EVERYONE**



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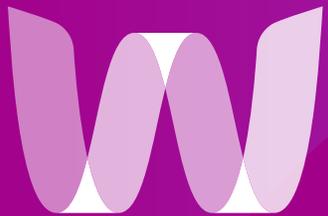
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Unconscious Bias



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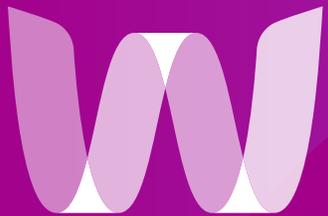
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Biases

- **Implicit / Unconscious Bias**
 - Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- **Explicit / Conscious Bias:** Biases we know we have and may use on purpose.

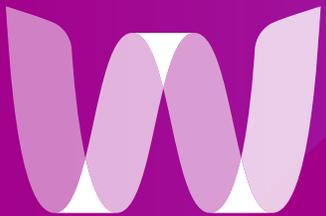
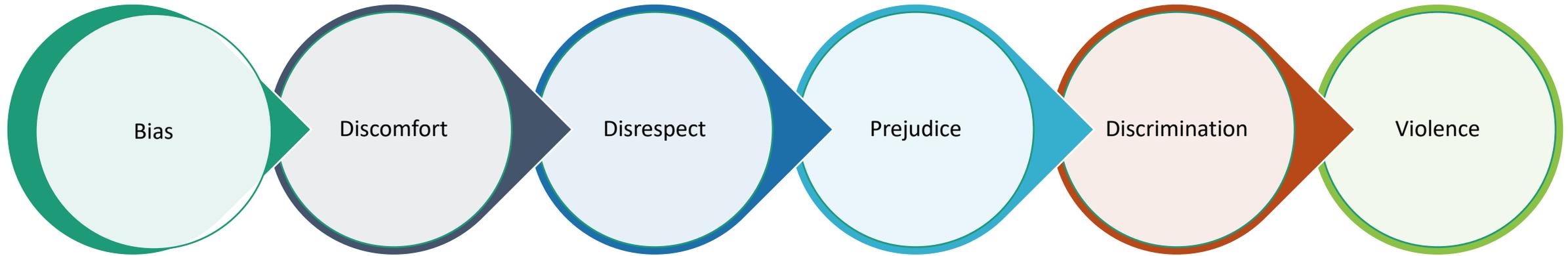
“How to Overcome Our Biases? Walking Boldly to Them”
Verna Meyers; <https://youtu.be/uYyvbgiNZkQ>



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The Shadow Side of Exclusion

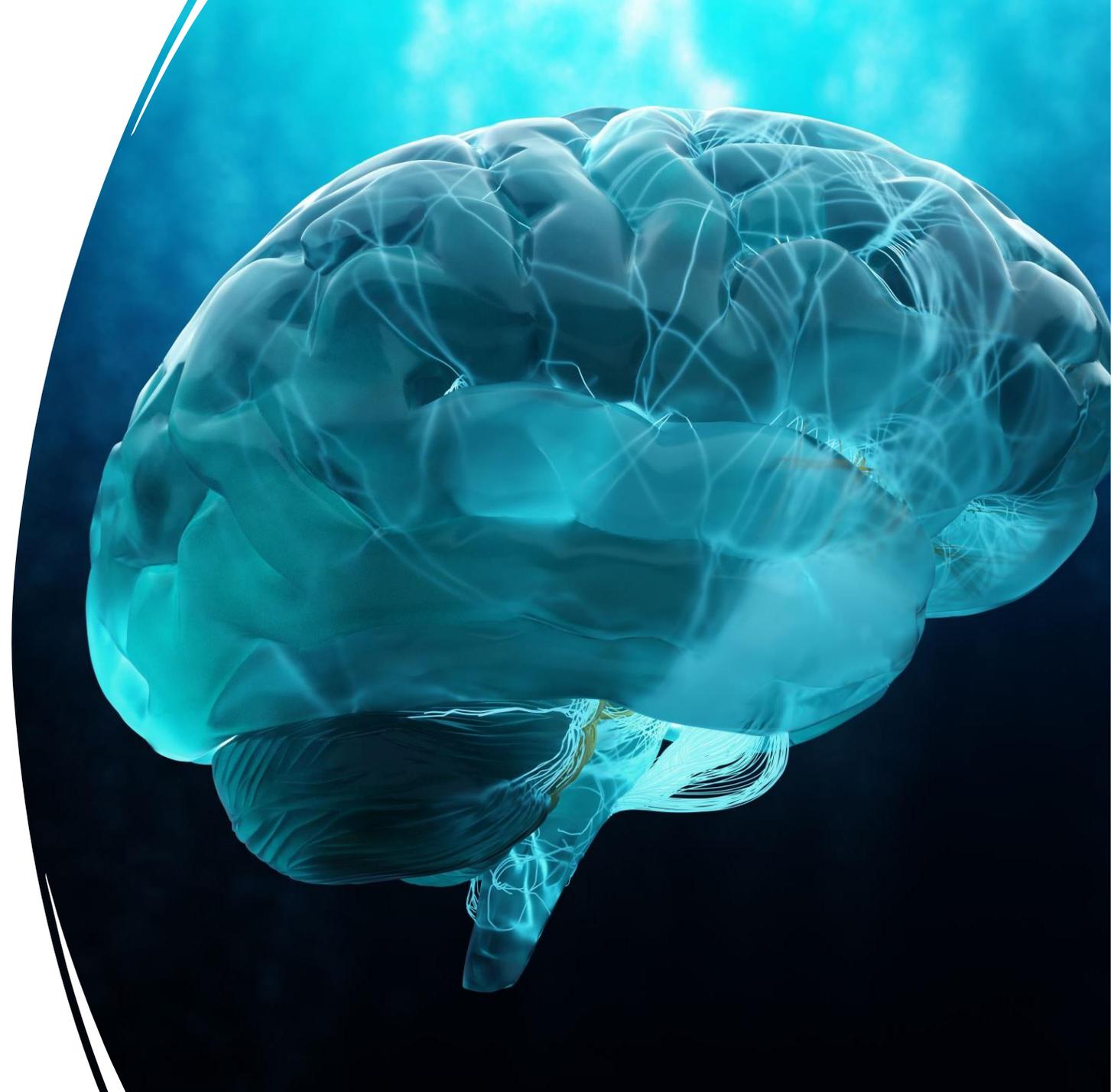


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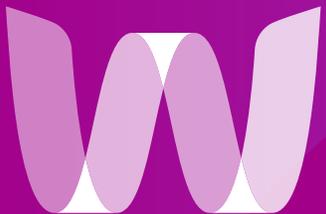
De-Biasing: Tactics - “Habit-Breaking Intervention”

- Open and **Learning Mindset**
- Taking Perspective: **Empathy**, Active Listening, Observation
- **Slow Down**: From Reactive to Reflective
- Stereotype Replacement: **Brain Training**
- Refuting/Counter Stereotypic Imaging: **Active Resistance**
- Increasing Opportunities for **Positive Contacts**: Learn and Experience
- Get Personal: “It’s not about perfection; it’s about **connection.**”



For things to reveal themselves to us,
we need to be ready to abandon
our views about them.

— Thich Nhat Hanh, [Being Peace](#)



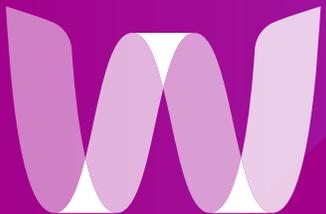
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Breakout Discussion: Getting Real about Bias You've Encountered

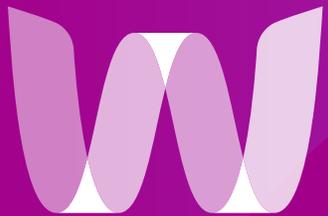
- What are examples of bias you have encountered?
 - What do you wish happened when acts of bias happened?
 - What advice would you give on how to address these acts of bias?
 - What tactics can you use to address bias?



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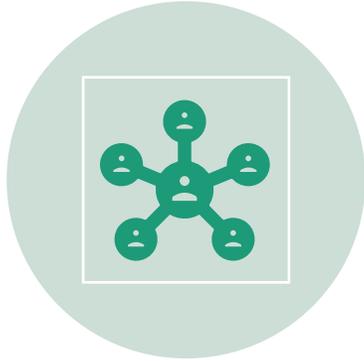
Drivers for Leading Inclusively



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Drivers for Leading Inclusively



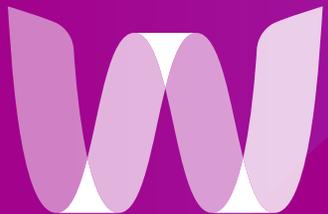
CONNECTION
(REACHING ACROSS DIFFERENCES)



COURAGE/VULNERABILITY
(EMBRACING THE UNKNOWN)



RESOURCES/INVESTMENT
(PRIORITIZING TIME AND
COMMITMENTS)



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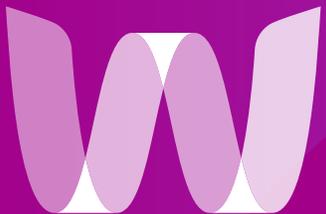
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Connection

A link or interdependent bond that is formed between two people.

The intention of the connection is to strengthen, encourage, and improve the bond.



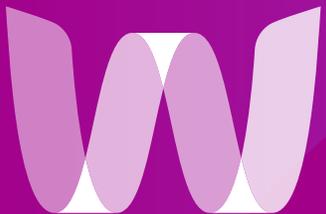
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Connection as an Inclusive Leader

- Understand the diversity within your group
- Listen effectively
- Shift frame of reference
- Deeply knowing an individual
- Paying attention to the group dynamic



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Privileges

- Racial Privilege Checklist:
 - http://also-chicago.org/also_site/wp-content/uploads/2017/03/white-privilege.pdf
- Other forms of privilege:
 - Gender
 - Sexual orientation
 - Class
 - Religion

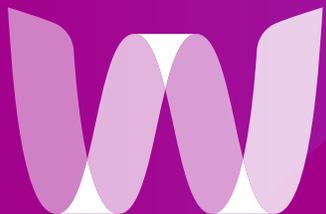


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Courage/Vulnerability as an Inclusive Leader

- Self-awareness to identify and reveal one's own limitations
- Humility to seek input and ask questions
- Challenge others' ways of thinking



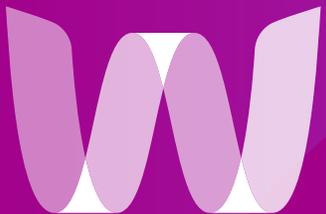
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vulnerability

The definition of vulnerability is uncertainty, risk, and emotional exposure. But vulnerability is not weakness; it's our most accurate measure of courage. When the barrier to vulnerability is about safety, the question becomes: 'Are we willing to create courageous spaces so we can be fully seen?'

– Brenè Brown–



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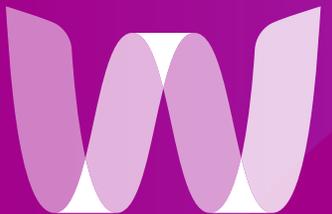
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Discussion

Think of a time when you were challenged to show courage and vulnerability as it relates to your social identities...

- What did you learn about your feelings, thoughts, actions, and leadership?
- What did you do?
- What was the outcome?



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Resources/Investment

- Designating Resources/Investment as an Inclusive Leader



Strategic initiative



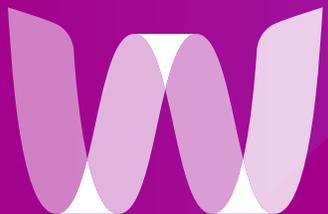
Recruiting



Performance Management



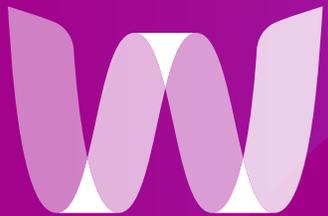
Foresight of including others who may have specific needs to ensure belonging



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DEIB Challenge



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Companies need a systematic, business-led approach to inclusion and diversity, as well as bolder action on inclusion.

1 Systematic, business-led approach to inclusion and diversity (I&D)



Increase diverse representation, particularly in leadership and critical roles



Strengthen leadership and accountability for delivering on I&D goals

2 Bold steps to strengthen inclusion



Enable equality of opportunity through fairness and transparency



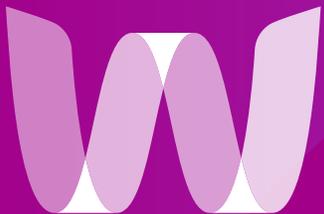
Promote openness, tackling bias and discrimination



Foster belonging through support for multivariate diversity

Diversity Wins: How Inclusion Matters

McKinsey, May 19, 2020, <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

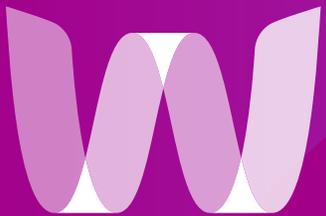


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Give Me
A Break!



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DEIB Challenge

Identify a DEI challenge/commitment - “How might I...”:

- Timeframe
- Sources of Feedback
- Potential Obstacles
- Relationships for Support
- Strategies for Reflection
- Opportunities for Celebration
- Accountability Partner



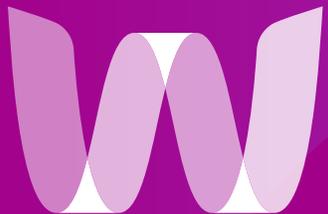
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DEIB Challenge: Breakout Activity with Accountability Partner

- Summarize your DEI Challenge Plan
- What will you work on specifically? By when?
- Why is this important to you?
- Who will hold you accountable for your actions?



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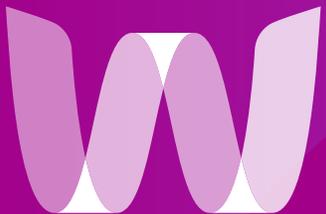


SUMMARY

- Leadership is a SOCIAL PROCESS
- Diversity is the ocean we swim in, whether we notice, acknowledge, or activate it
- This is BRAIN work; we are all unconsciously bias
- Creating a workplace that embraces DEIB takes continuous, conscious, deliberate work (connection, courage, & investment)
- DEIB is good for business and benefits ALL of us (The Curb Effect)

“If we want to include everyone, we have to help everyone develop their talents and use their gifts for the good of the community. That’s what **inclusion means– everyone contributes.”**

- Melinda Gates



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THANK YOU!

Susan Jin Davis

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