

THE 2nd
EDITION

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How to Coach for Inclusive Leadership

Tips & Strategies



**The two most important
days in your life are the
day you're born, and the
day you find out why.**

Mark Twain //



@jenniferbrown

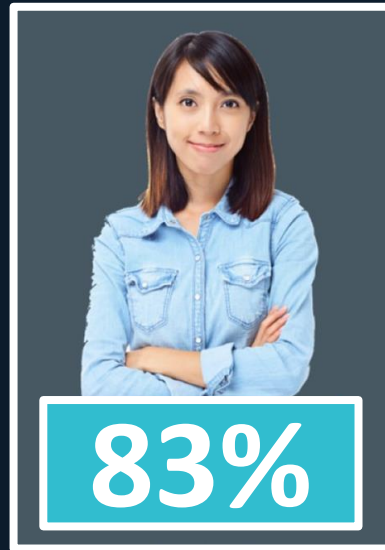
"COVERING" **DEFINED**

DOWNPLAYING A KNOWN
STIGMATIZED IDENTITY

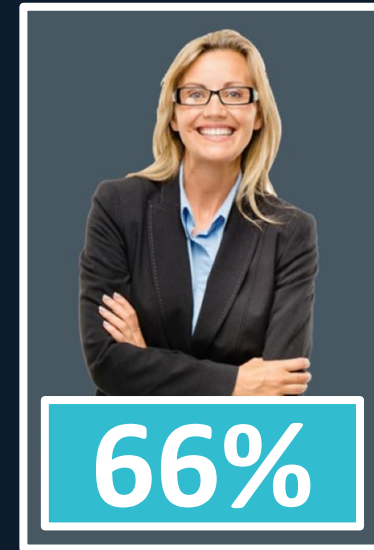
61% report 'covering' along at least one axis



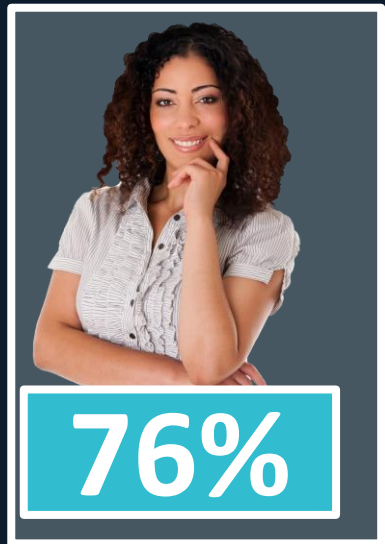
AFRICAN AMERICANS



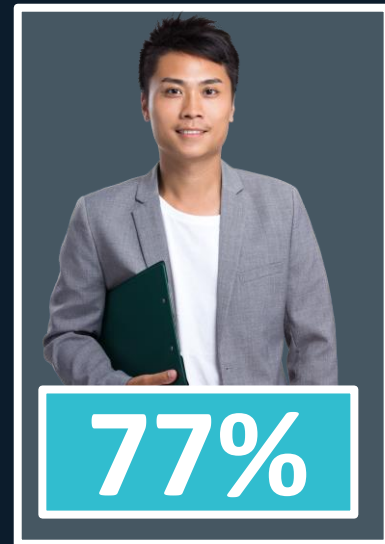
LGBTQ



WOMEN



LATINX



ASIAN AMERICANS

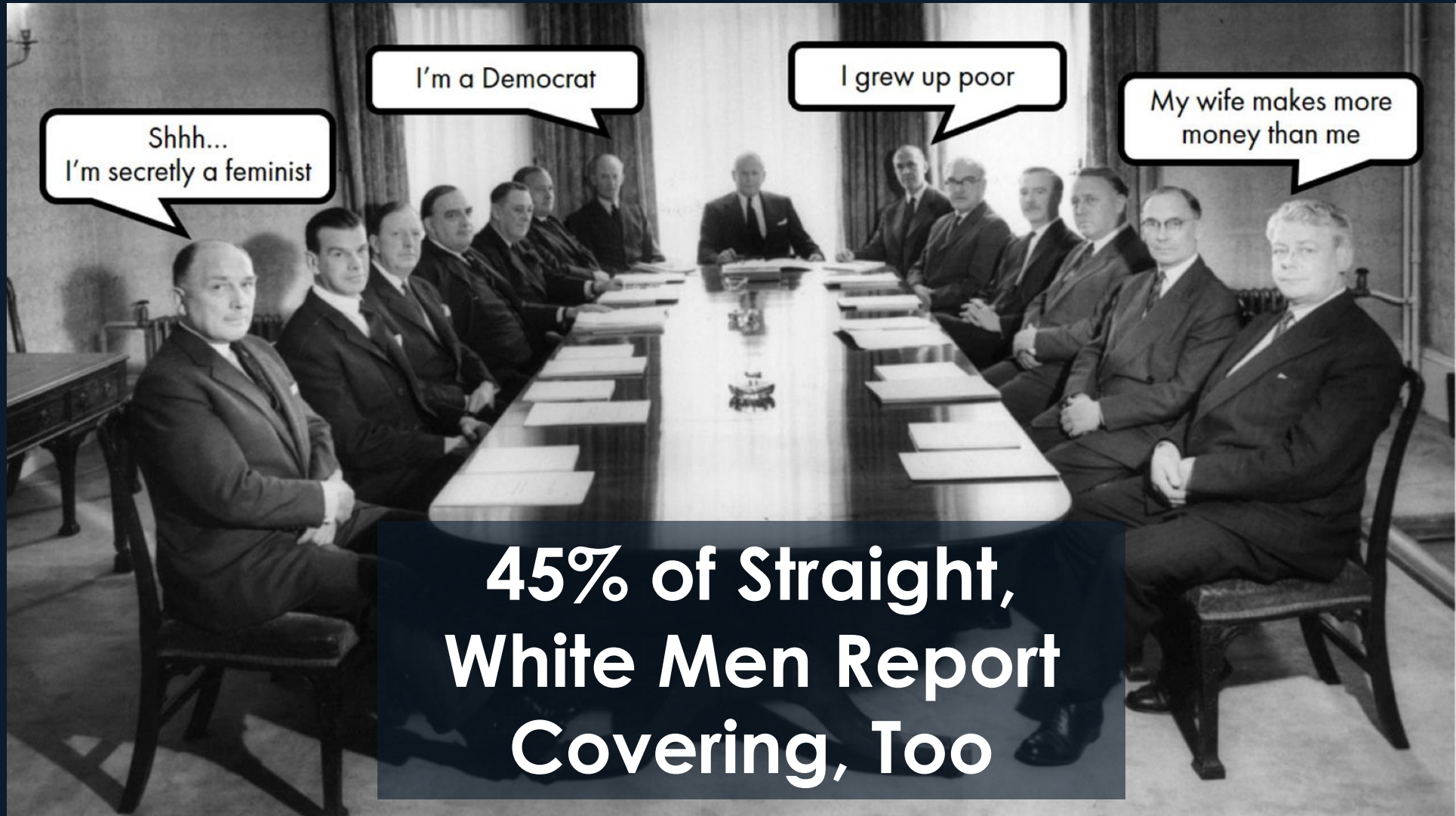


INDIVIDUALS WITH DISABILITIES



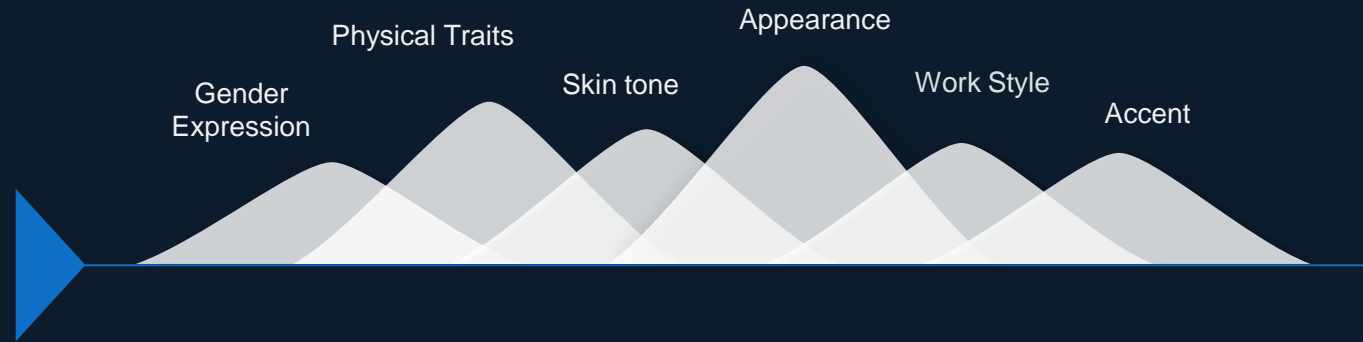
Smith, C. and Yoshino, K (2013, December 6). *Uncovering Talent: A New Model for Inclusion*. Retrieved from https://www.lclldnet.org/media/uploads/resource/Uncovering_Talent_Deloitte.pdf

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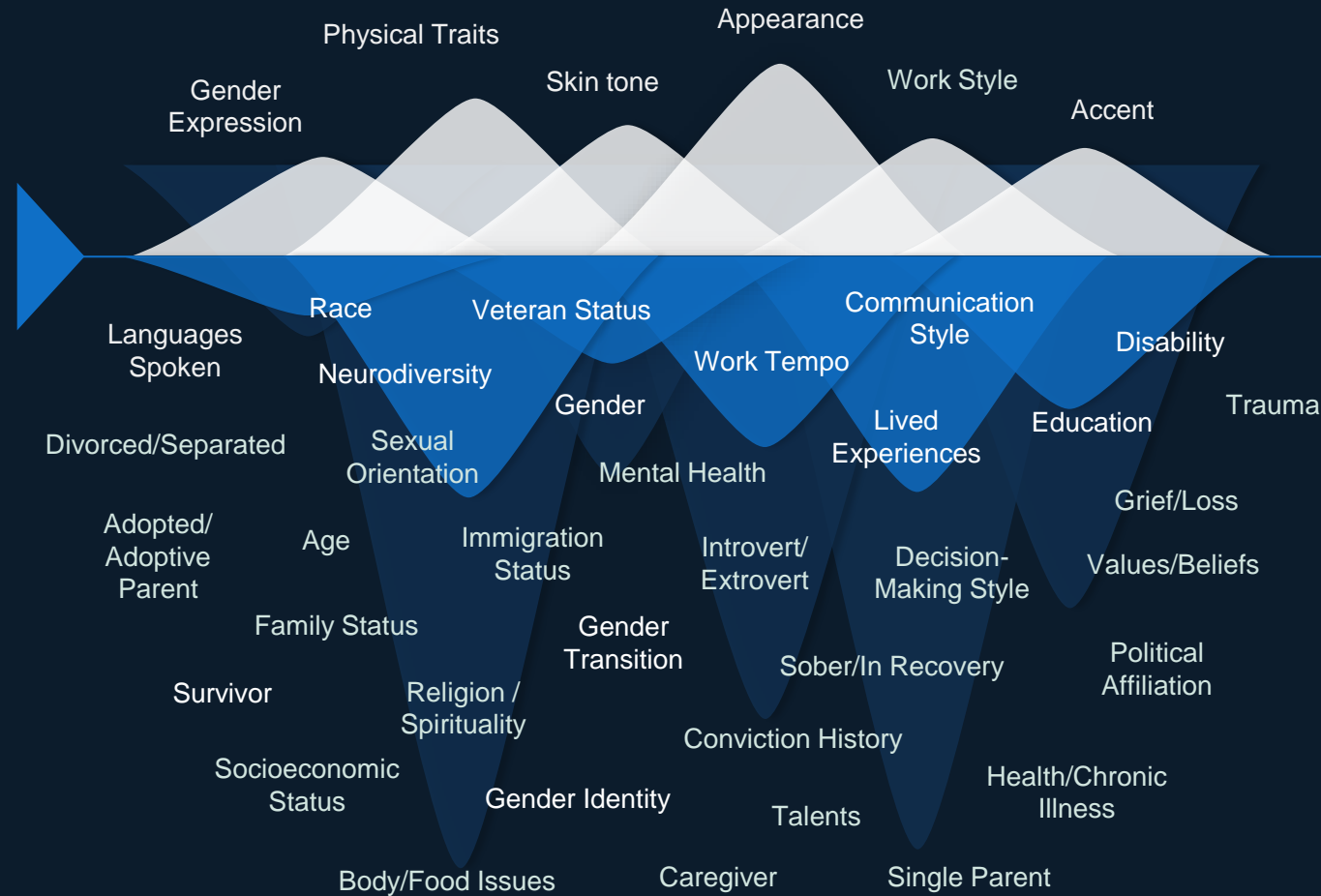
SAMPLE ICEBERG

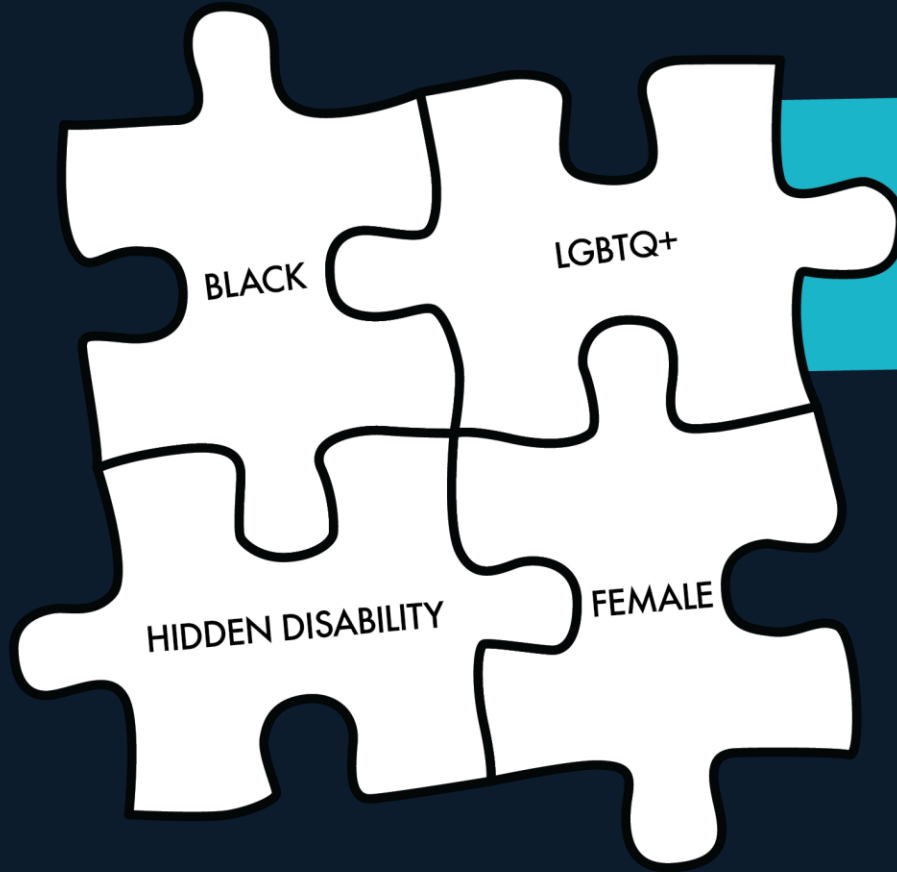
Above and Below
The Waterline



SAMPLE ICEBERG

Above and Below The Waterline





INTERSECTIONALITY

The complex interaction between different stigmatized identities such as race, class, and gender. This mindset (originated by Kimberlé Crenshaw) acknowledges that these diversity dimensions often overlap and create unique dynamics.

Redefining Privilege:

- We all have both earned and unearned privileges that enable how we move through the world
- These are the tailwinds that subtly, many times silently, speed us along our way
- All of us have some form of privilege; it exists alongside our other diversities



INCLUSIVE LEADER CONTINUUM

INCLUSIVE LEADER CONTINUUM

- **Different Stages**





DEI JOURNEY: UNAWARE

You think diversity is compliance-related and simply tolerate it. It's someone else's job—not yours.

HALLMARKS OF THIS STAGE:

- you learn more about the experiences and challenges that people with other identities face
- you educate yourself about the concept of bias and begin to examine your own biases and how they impact your perceptions of the world and the people around you
- you embrace humility and acknowledge what you don't know



DEI JOURNEY: AWARE

You are aware that you have a role to play and are educating yourself about how best to move forward.

HALLMARKS OF THIS STAGE:

- you learn more about the concept of privilege and understand better that the playing field is not level for everyone
- you educate yourself about your own identities and those of other people and how our identities shape the way we experience the world around us
- as you learn more about different lived experiences, you develop empathy and are motivated to contribute to the change effort



PHASE THREE

Active

DEI JOURNEY: ACTIVE

You have shifted your priorities and are finding your voice as you begin to take meaningful action in support of others.

HALLMARKS OF THIS STAGE:

- you put your learning into action
- you take risks in the interests of positive change and embrace a mindset of failing forward
- you allow yourself to be vulnerable
- you share your story and seek out the stories of other people
- you lead and participate in difficult and uncomfortable conversations as learning opportunities
- you dive deeper into DEI and get personally involved

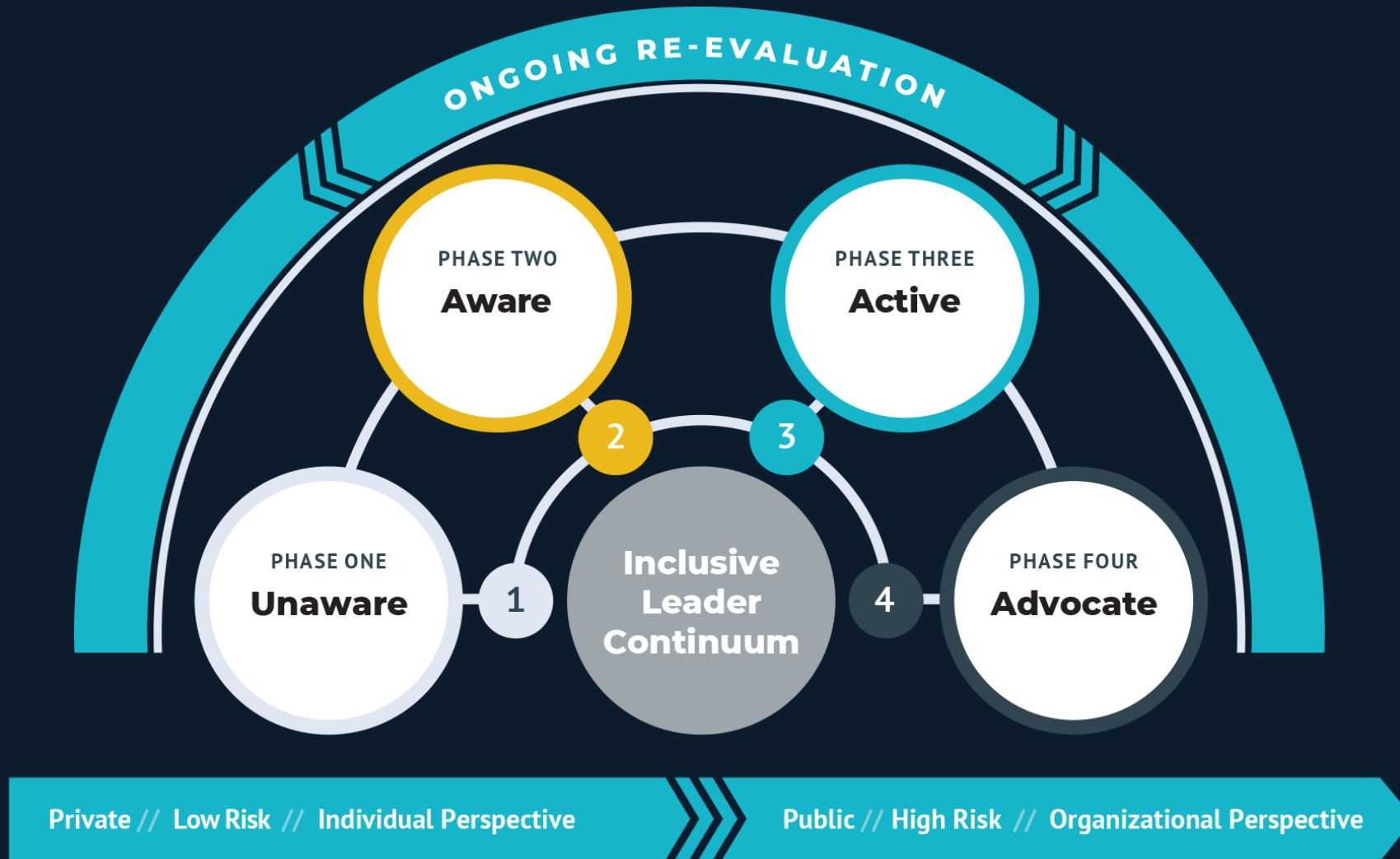


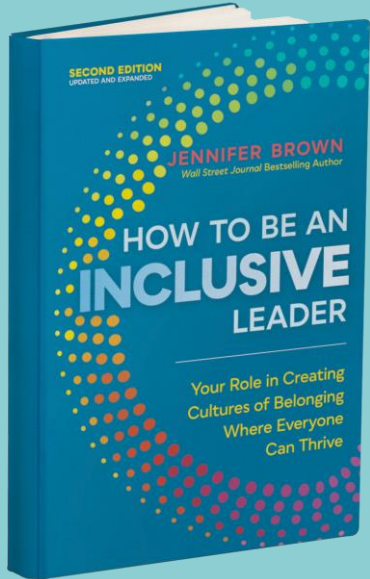
DEI JOURNEY: ADVOCATE

You are proactively and consistently confronting discrimination and working to bring about change in order to prevent it on a systemic level.

HALLMARKS OF THIS STAGE:

- you leverage your power and influence to propel change
- you draw attention to systemic inequities and get involved in solving them
- you work in allyship with others to shift systems and behaviors and take action to disrupt the status quo
- you exhibit resilience when you encounter resistance and continue to move forward even when it means breaking away from old norms and groups





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Available
Now!

- A new chapter
- **Hallmarks** for the four stages
- Important traits in the **inclusive leader skill set**
- New stories and insights
- **Strategies and tips** that can be used *now*
- **Discussion Guides** at the end of each chapter

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- Visit <http://www.inclusiveleaderassessment.com> to learn more about the **Inclusive Leader Continuum**, and to take the assessment. Use code: **JBSpeaks**