

## VALUE DIFFERENCES



PERSPECTIVE BLINDNESS: THE LENS WE SEE THE WORLD THROUGH IS LIMITED BY OUR OWN VIEWPOINT.

## CREATE PSYCHOLOGICAL SAFETY



MAKE IT SAFE FOR PEOPLE TO BRING THEIR BEST SELVES TO WORK.

## SHARE YOUR INTENT



CREATE PURPOSE AND A COMPELLING NARRATIVE THAT CHANGES THE CONVERSATIONS SHAPING EVERYDAY THINKING AND ACTIONS

## THINK ABOUT YOUR THINKING



THE STARTING POINT FOR EVERY ACTION OR BEHAVIOUR IS OUR MINDSET AND HOW OUR BIASES CAN DISTORT THIS

## COURAGEOUS ACCOUNTABILITY

SHOW *Humility & Vulnerability*

CHALLENGE THE STATUS QUO AND MICROAGGRESSIONS THAT ERODE PEOPLE'S SENSE OF SAFETY.



# 10 THINGS

that TRULY **INCLUSIVE** LEADERS DO...

CHARITY LEARNING CONSORTIUM  
JUNE 2021 MEMBERS' MEETING



## ACCOUNTABLE FREEDOM



EMPOWERED LEADERS CREATE EMPOWERED AND ACCOUNTABLE TEAMS WHO FREELY EXPRESS THEMSELVES WITH SKILL AND COMPASSION.

## CLEAR THE PATH



REDUCE THE FRICTION AND REMOVE THE THINGS THAT INHIBIT INCLUSIVE BEHAVIOURAL CHANGE.

## BREAK THE SILENCE



HAVE CURIOUS DIALOGUE AND HOLD AUTHENTIC AND ADULT CONVERSATIONS.

## BUILD TRUST



ACT WITH INTEGRITY AND INTENT.

## VALUE DEMONSTRABLE ACTIONS



SHOW COMMITMENT THAT EDI IS A BUSINESS PRIORITY AND ROLE-MODEL THE BEHAVIOURS THAT ENABLE IT.