

How to Build a Diverse and Inclusive Team

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10-11am

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**Defense Commissary Agency
(DeCA)**



Objective

- to share best D&I practices from two federal agencies that are adopting the New IQ approach toward building a diverse and inclusive team and, ultimately, fostering and inclusive agency culture overall

Introductions



D'Lynn in Malawian embassy, 2010 (RPCV).
D'Lynn ran to Malawian soil in the US as soon as she returned from service.



Tonja at Defense Contract Management Agency's 2016 MLK event . Photo taken with Mr. George Hunt, artist of the 2005 \$.37 cent stamp depicting the Little Rock Nine.

What is Inclusion?

- Brewer Optimal distinctiveness theory
- Executive Order 13583
- 3 rules of an **Inclusive Leader**
 - Get out of your comfort zone
 - Get others perspectives
 - We are smarter together

“No I without D”

Peace Corps Emerging Practices:

- Demographic Dashboard Initiative
- 10 Employee Resource Groups
- Transformational Learning events (ICD&I)

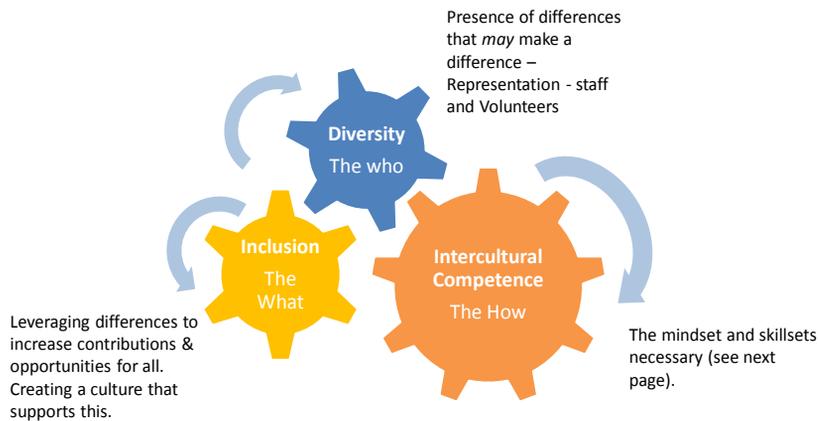
Core Themes:

Intentionality

Self-Other- Bridge

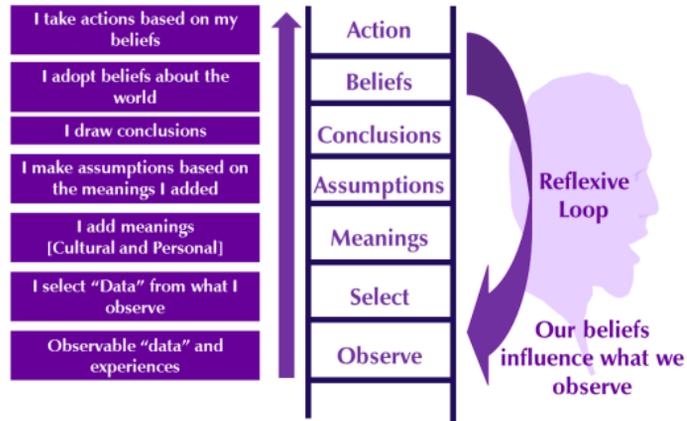
Data Driven

ICD&I Definitions



Where to start?

The Ladder of Inference

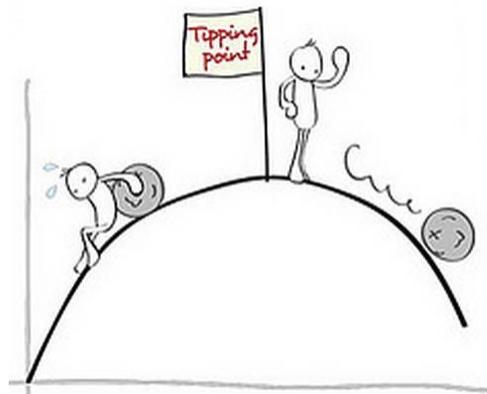


Source: <https://pivotalthinking.wordpress.com/tag/ladder-of-inference/>

Logic of D&I

Institutionalizing the New IQ

People, policies programs, practices



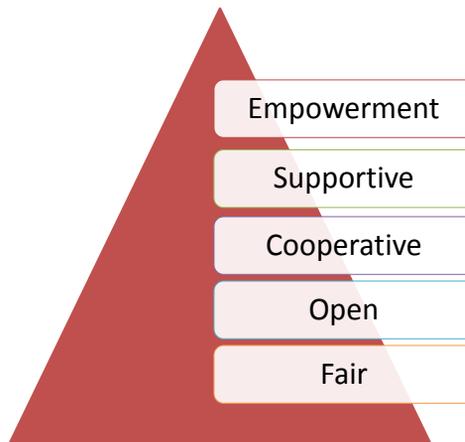
Tipping point & spreading the "message" according to the players

New IQ Perception Scan

	Behavioral Statement	Score
1	Others would say I do not tolerate arbitrary actions, personal favoritism and coercion for political purposes.	
2	Others would say I do not tolerate prohibited personnel practices.	
3	Others would say I take steps to deal with poor performers who cannot or will not improve.	
4	Others would say I recognize differences in performance in a meaningful way.	
5	Others would say I give out awards based on how well employees perform their jobs.	
6	Others would say I reward creativity and innovation.	
7	Others would say I actively support policies and programs that promote diversity and inclusion in the workplace.	
8	Others would say I am committed to a workforce representative of all segments of society.	
9	Others would say I work well with employees of different backgrounds.	
10	Others would say I actively promote communication among different work units.	
11	Others would say I actively support collaboration across work units to accomplish work objectives.	
12	Others would say I actively support the needs of Others to balance work and other life issues.	
13	Others would say I regularly provide my subordinates with constructive suggestions to improve their job performance.	
14	Others would say I make time to listen to what they have to say.	
15	Others would say that I treat them with respect.	
16	In the last six months, Others would say I have talked with them about their performance.	
17	Others who depend on me would say they have enough information to do their job well	
18	Others would say I encourage them to come up with new and better ways of doing things.	
19	Others would say their talents are used well in the workplace.	
20	Others have a feeling of personal empowerment with respect to work processes.	

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The New IQ: 5 Inclusive Habits



The New IQ Logic to change culture through behavior change



“The world of tomorrow will not rely on your individual intelligence, but rather, the collective intelligence of your team.”

- Bruce Stewart (OPM)

“Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves.”

- Stephen R. Covey

Thank you!

Additional questions?

If you have any questions beyond the scheduled workshop, don't hesitate to reach out to either of us.

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