



inclusion at work

raise awareness, cultivate courage, achieve transformation



joey
avilés

Cultural Transformation
Keynote Speaker



"The essence of belonging lies not in conformity, but in the audacious and unapologetic revelation of your true, authentic self."

DIVERSITY

INCLUSION

BELONGING





PRIVATE SECTOR

Wawa, BOEING, Ferrara, Kelly, elida BEAUTY, Dell Technologies, University of Phoenix, MANAGEMENT CONCEPTS, zoom, brivo, HIGHMARK HEALTH, HR forum, HCI, Human Capital Institute, MARVELL, Deloitte, indeed, Course Hero

AutoNation, ACE HOTEL, whatnot, iQ, quorum software, Hone WebFX, Ryan, LinkedIn, BALSAM BRANDS, Arch, JPL, Larson Texts, Jet Propulsion Laboratory California Institute of Technology, WWDA WISCONSIN WORKFORCE DEVELOPMENT ASSOCIATION

NON-PROFIT SECTOR

TEDx, IPMI International Performance Management Institute., NATIONAL Minority Supplier Development Council, SRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT, atd Association for Talent Development, HACU, MEN of COLOR LEADERSHIP CONFERENCE, LULAC, FEDERAL EMPLOYED WOMEN, IPMA-HR INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION for HUMAN RESOURCES, PARTNERSHIP FOR PUBLIC SERVICE, CAEL Linking Learning and Work, HUDSON COUNTY COMMUNITY COLLEGE, LIGO Caltech, DIVERSITY LEADERSHIP ALLIANCE

GOVERNMENT

NASA, FDIC, United States Census Bureau, DEPARTMENT OF JUSTICE, DEPARTMENT OF COMMERCE, NATIONAL POSTAL SERVICE, PEACE CORPS, USDA, NATIONAL CREDIT UNION ADMINISTRATION, FEDERAL AVIATION ADMINISTRATION, FEDERAL RESERVE SYSTEM, DISTRICT OF COLUMBIA PUBLIC SCHOOLS, NEX, U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, FDA

MEDIA

TELEMUNDO, diversityMBA MAGAZINE, FEDERAL NEWS RADIO.com, RAWSTORY, FBI, FEDmanager.com, Tampa Bay Times WINNER OF 12 PULITZER PRIZES, The Washington Post, Chicago Tribune, Government Executive Media Group, DiversityGlobal Magazine



L Stands for
Leverage Belonging

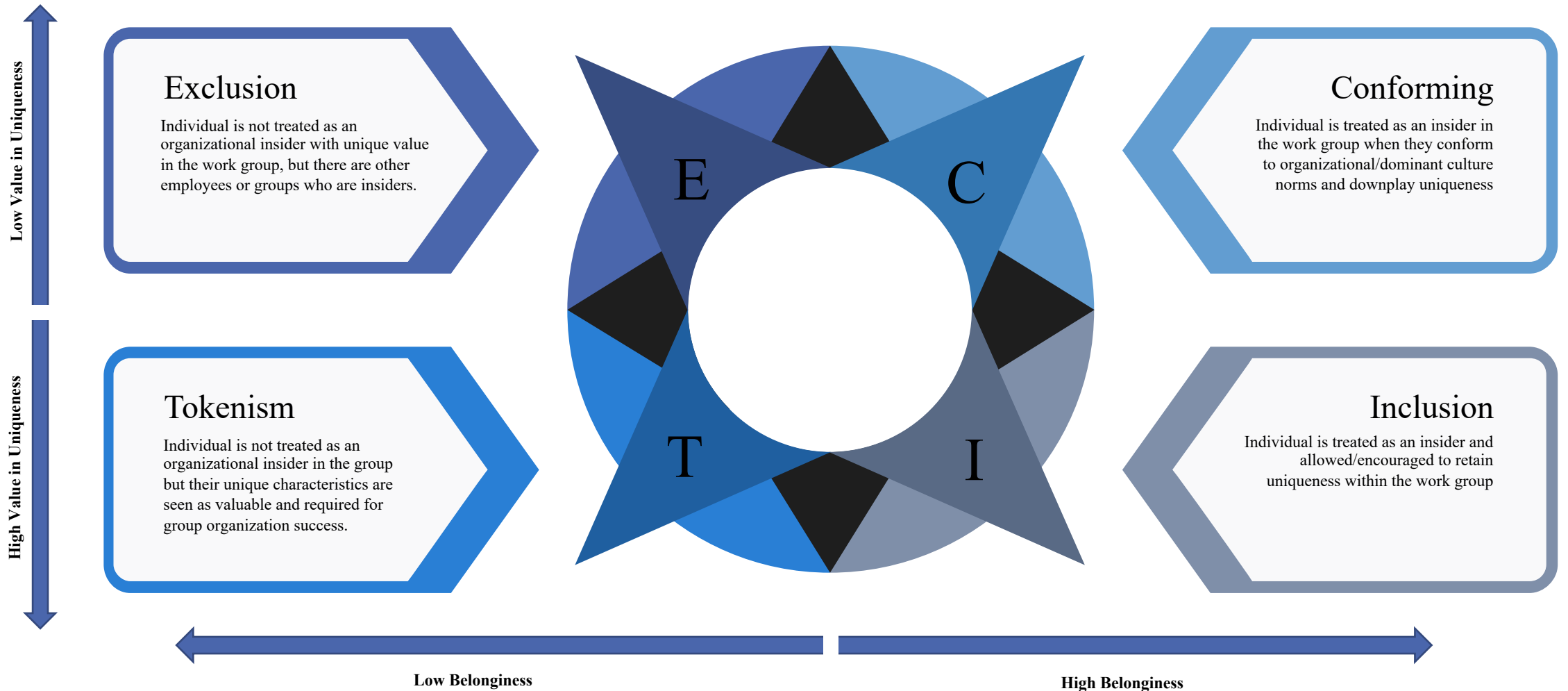


UNIQUENESS / BELONGING



THE TWO DIMENSIONS OF INCLUSION

At the Intersection of Belonging & Uniqueness



THE VALUE OF BELONGING AT WORK

by Evan W. Carr, Andrew Reece, Gabriella Rosen Kellerman, and Alexi Robichaux



The Courage,
Patience,
and the Will to
BELONG.



ONE WORD STORIES

LIST THE 5 MOMENTS THAT DEFINED WHO YOU ARE TODAY?

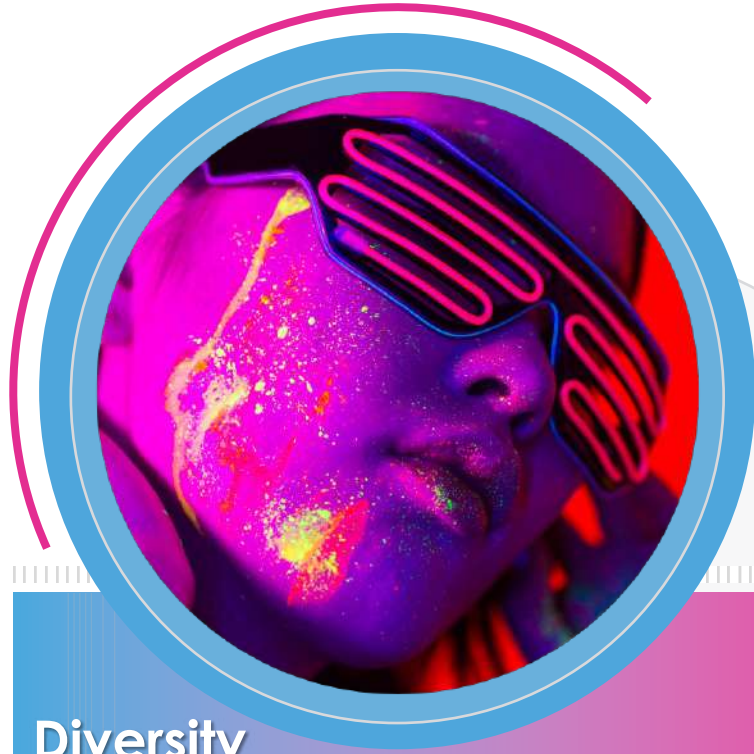
- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____

COME UP WITH ONE WORD THAT DESCRIBES THOSE 5 MOMENTS

BE PREPARED TO SHARE YOUR WORD AND A SUMMARY OF ONE OF YOUR TOP DEFINING MOMENTS IN 60 SECONDS



What is Diversity?

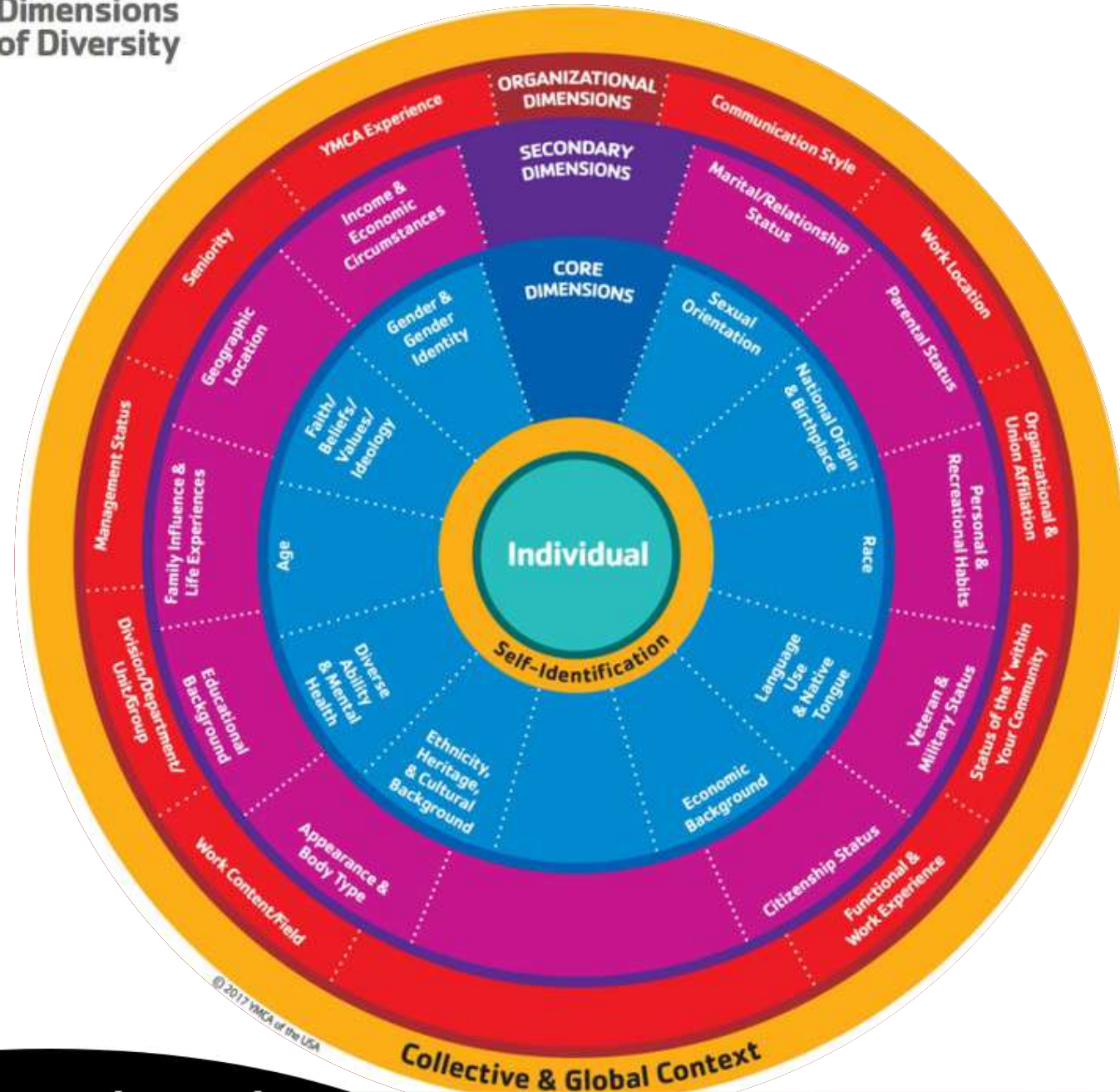


Diversity

The collection of similarities and differences that we each carry with us, based on:

- Characteristics we are born with (inherent)
- Experiences we have had (acquired)
- Choices we have made (acquired)

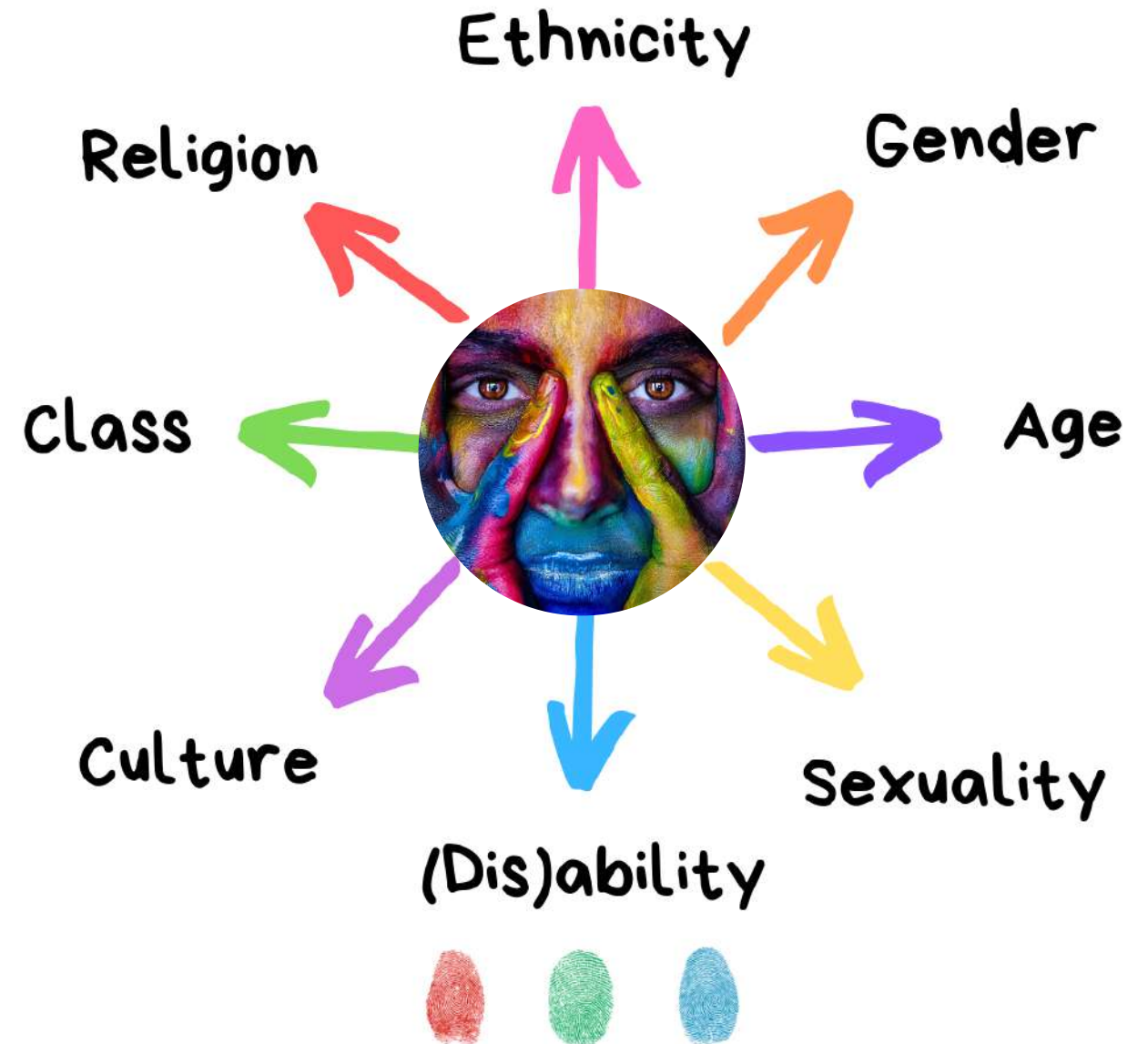
Dimensions of Diversity



What is Intersectionality?

"The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups."

Source: Merriam-Webster



Group Discussion Guidelines:

- Think about your summary
- Keep time & Share concisely
- Active listening: Capture the essence

BE PREPARED TO SHARE YOUR WORD AND A SUMMARY OF ONE OF YOUR TOP DEFINING MOMENTS IN 60 SECONDS






Group Discussion

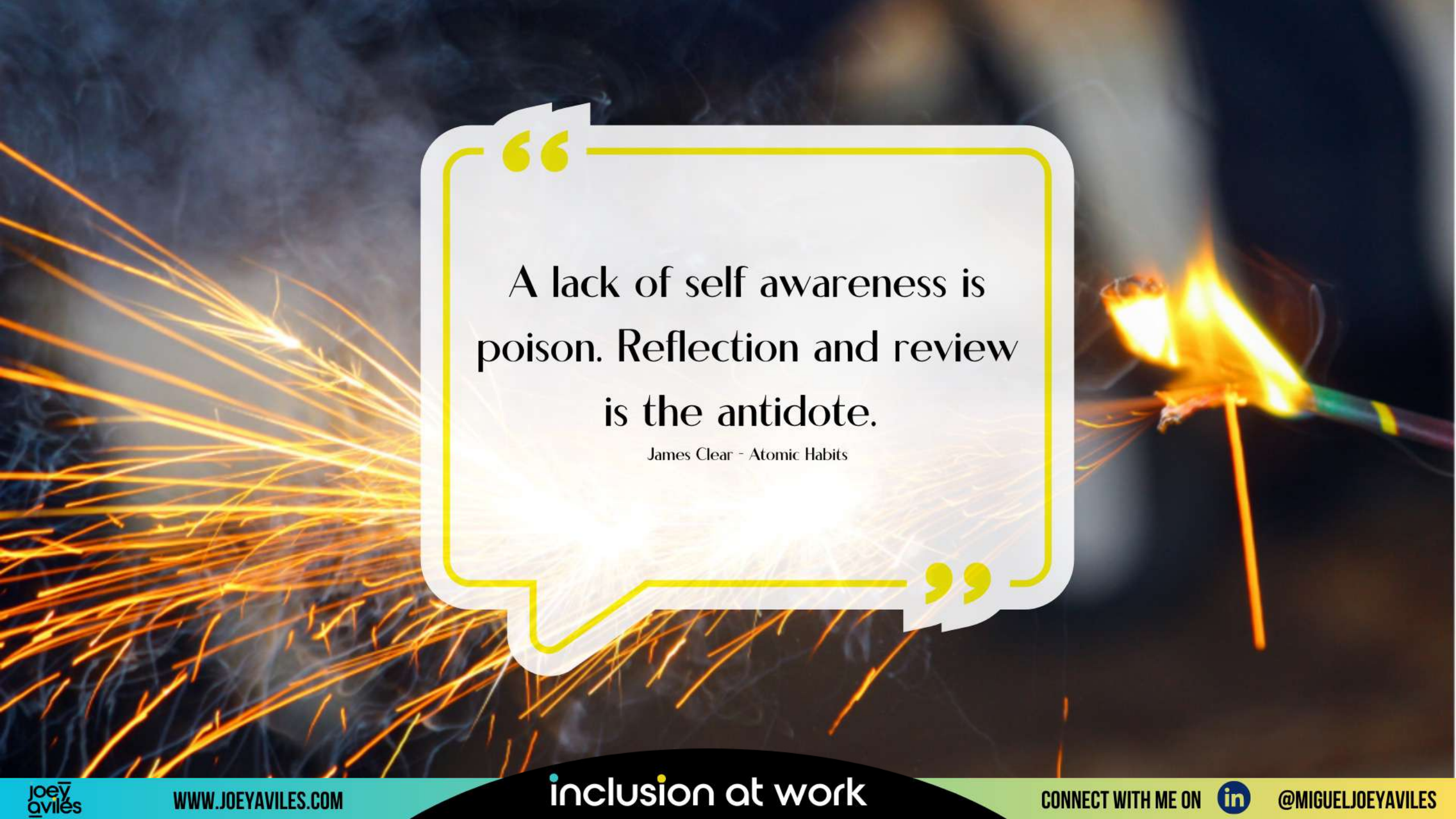
What **bridges** were built?

UNLOCKING AWARENESS ACCELERATION

From Self-deception  Self-Awareness

From Mindlessness  Self-Reflection

From Blaming Others  Self-Compassion



**A lack of self awareness is
poison. Reflection and review
is the antidote.**

James Clear - Atomic Habits



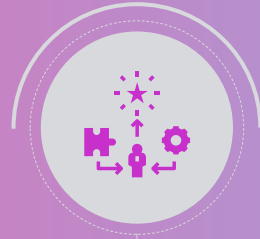


Group Discussion:

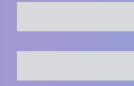
- What did you experience during the visualization?
- What factors shaped your perception of what you observed?



Your
Background



Your Life
Experiences



Your
Story

Our Life Story Creates Our Biases !

Real-life Scenario

Challenges Faced by a Team: Navigating Workload and Collaboration Issues

- In a bustling global company, a specific team confronts a complex set of challenges impacting their productivity and unity.
- Challenges Explored:
 - Lack of clarity in roles and responsibilities.
 - Lack of clear roles hindering collaboration.
 - Unclear priorities leading to confusion.
 - Team members overwhelmed by an expanding workload.
 - Decreased morale and enthusiasm.
 - Departing talent causing knowledge gaps.
 - Impact on individual well-being and team cohesion.





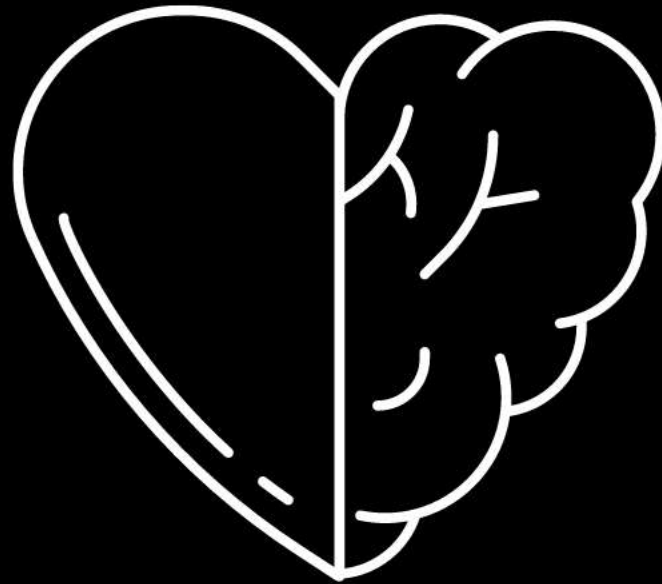
V

Stands for

Value Conflict



5 STYLES OF DEALING WITH CONFLICT



LET THE COMPETITION

BEGIN

GAME FACES ON.



**I WANTED A DOG
MY SISTER WANTED A PANDA**



PERFECT COMPROMISE!

imgflip.com

Why don't we just compromise
and do things my way...



your  cards
someecards.com



The GRIT Framework

Embracing Productive Conflict to Increase Collaboration

Internal Work



GATHER

- Gather your thoughts and stop short of assuming the worst.
- Clearly identify the issue at hand.
- What are the different perspectives or viewpoints on this issue?

RETHINK

- Challenge your own assumptions and preconceptions.
- What assumptions might we be making about the situation that could be influencing our perspective?

INQUIRE

- Think about the impact the situation is causing and the feedback you want to deliver
- Identify shared goals or values that can serve as a foundation for resolution.
- What questions can we ask to gain a deeper understanding of each person's perspective?

External Work



TRANSPARENCY

1. Share Observations
2. Talk for Input
3. Acknowledge Impact
4. Reinforce Moving Forward: Work to find a solution and a way to move forward - the ULTA way - TOGETHER

Real-life Scenario

- You have been asked to join a team leaders' special task force to address the challenges.
- Role Play Assignment: How do you walk through the external part of the GRIT Framework (Take Action)
 - Role A: Team member 1
 - Role B: Team member 2
 - Role C: Observer
- Conversation Starter: "I noticed the following challenges (unity, roles & responsibilities, silos, workload, etc) particularly..."



TRANSPARENCY

Share observations

"I have noticed..."

"From my perspective, it seems that..."

Talk for input

"I'd like to hear your thoughts on this..."

"What's your perspective on the situation?"

Acknowledge impact

"It's important to recognize that this situation is affecting..."

"Let's discuss the impact this challenge is having on..."

Reinforce Moving Forward TOGETHER

"Let's work together to find a solution..."

"How can we collaborate to overcome this challenge?"

"What lessons can we take from this experience?"

CONFLICT GROUP DISCUSSION



WHAT INSIGHTS CAN WE EXTRACT ABOUT CONFLICT AND COLLABORATION?

Stands for

Integrate Well-being &
Workload

Grateful



EAT well
FEEL good

inhale
exhale



Toolkit

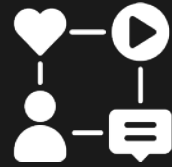
to Integrate

Wellbeing & Workload

PRIORITIZE

i honor my boundaries

INTEGRATING WELL-BEING & WORKLOAD



HOW CAN **HARMONIZING WELL-BEING** AND **WORKLOAD**
BOOST PRODUCTIVITY, NURTURE GROWTH, AND
BUILD LASTING SUCCESS?

BREAKING NEWS

**"THE ISLAND IS
DESTROYED"**

abc WORLD NEWS TONIGHT | DAVID MUIR





inclusion at work

MAKES YOU FEEL

A

Accelerate
Awareness



L

Leverage
Belonging



I

Integrate
Well-being
& Workload



V

Value
Conflict



E

Elevate Each
Other



As WE Embrace

inclusion at work

Let's Not Forget

WE ARE ALIVE



Share Some LOVE!

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Let's Connect



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