NEW APPROACHES
LIVE WEBINARS

THE SESSION FROM DISRUPTIVE HR WILL START SHORTLY

NEW APPROACHES TO DIVERSITY AND INCLUSION

WHAT WE'LL COVER

1. Common D&I mistakes
2. New approaches and trends
3. Building line manager capability
4. Questions

EACH EMPLOYEES

ADULT CONSUMER HUMAN

TRADITIONAL APPROACHES

COMPLIANCE FOCUSED

CHARISMATIC PERSONALITY

FIX THE DIFFERENCE

SHAMING AND FINGER WAGGING

BUSY BEES

SOME #BLM RESPONSES HAVE NOT BEEN GREAT …

PRETTYLITTLETHING

'Whose hand is that colour?': PLT gets backlash for black hand illustration

Louis Vuitton 'Jamaica jumper' features wrong flag colours

Fashion label's jumper 'inspired by Caribbean island's national flag' pulled from website after criticism

LOUIS VUITTON

IF YOU'RE GOING TO MAKE BOLD STATEMENTS ….

"We stand against racism. We stand for inclusion. We stand with our fellow Black employees, storytellers, creators and the entire Black community. We must unite and speak out."

… THEN MAKE SURE YOUR TRACK RECORD HOLDS UP!

WHICH APPROACH HAVE YOU TYPICALLY USED? POLL

COMPLIANCE FOCUSED

CHARISMATIC PERSONALITY

FIX THE DIFFERENCE

SHAMING AND FINGER WAGGING

BUSY BEES

NEW APPROACHES

INTENT

ACTION

GENUINE LINK TO BUSINESS SUCCESS

Different together.

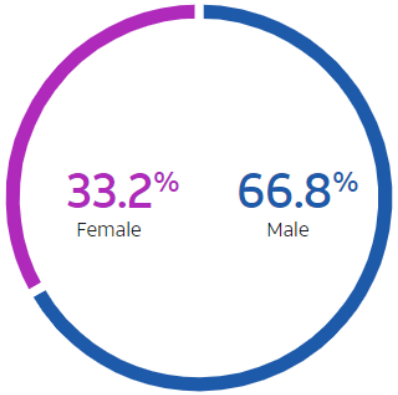
At Apple, we're not all the same. And that's our greatest strength. We draw on the differences in who we are, what we've experienced, and how we think. Because to create products that serve everyone, we believe in including everyone.

NETFLIX

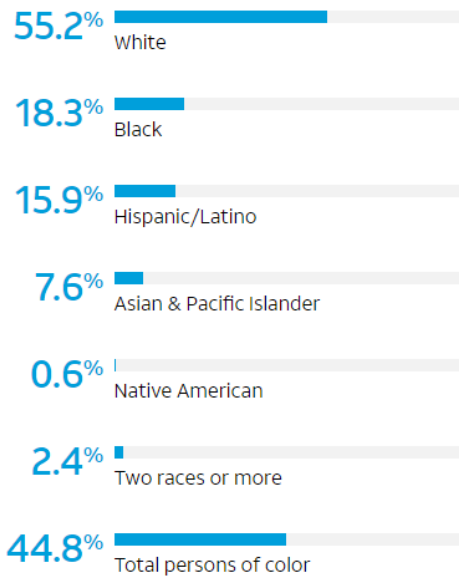
It Takes Diversity Of Thought, Culture, Background, And Perspective To Create A Truly Global Storytelling Platform

HONEST

AT&T



5,354 Individuals with disabilities*
13,094 Veterans*
2,879 LGBTQ+ individuals*



Ogilvy

‘After over a decade of diversity and inclusion efforts at Ogilvy we have not seen nearly enough progress in increasing representation and leadership of Black employees throughout the company. We have failed our Diversity & Inclusion teams. Creating a more inclusive Ogilvy is not owned by D&I or HR, but by all USA leaders. Our Black colleagues have not seen themselves reflected in the leadership of the company—a reality that has unquestionably resulted in Ogilvy losing immensely talented people and business. We will no longer accept this reality. ’

FROM HUMAN TO HUMAN

Our customers come from all walks of life and so do we. We hire great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our company stronger.

Day to day, we focus on the give and take. We give our best, we give our egos a break and we give of ourselves. We take difference to heart. Because without diversity of thought and a commitment to equality for all, there is no moving forward.
So, you have colorful hair? Don't care. Tattoos? Show off your ink. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

NEW APPROACHES: ACTION

GOING DEEPER WITH DATA

FOCUS ON THE CONVERSATION

MAKING INCLUSION EASIER AND BIAS HARDER

EXPANDING YOUR D&I

GOING DEEPER WITH DATA

airbnb

GAP

Dropbox

Unilever

FOCUS ON THE CONVERSATION

"Open listening sessions"

"Micro-inequities"

"Belonging conversations"

"Building balanced teams"

"#wehearyou"

MAKING BIAS HARDER: NUDGING

Pinterest

limeade®

MAKING BIAS HARDER: MITIGATION

NETFLIX

EY

Arla

PTR

Preference?
Tradition?
Requirement?

MAKING BIAS HARDER: REFRAMING

Arla®

Unilever

MAKING BIAS HARDER: TECH SOLUTIONS

textio

Predictive Hire

EXPANDING YOUR INCLUSION

Autism & Aspergers

ultranauts

Introverts & Extroverts

amazon

Social Demographics

Ogilvy

Diversity ignites creativity
problem solving and innovation

BUILDING LM CAPABILITY

PANDORA

LOCKHEED MARTIN

SIEMENS

NETFLIX

SUPPORTING MANAGERS TO HAVE BETTER CONVERSATIONS

Meeting Starters..

- Do you feel heard at work when you speak? If not, why? What would make you feel heard?
- Do you feel recognised for your unique strengths and skills?
- Do you feel like you can be your most authentic self at work? What more could we do?
- Are you inspired and empowered to challenge the status quo and are your ideas always welcomed?
- Do you know the personal stories of your team members?
- What are the biggest barriers to your success and what role can I play in helping remove them?

Check out Leader Box at
www.disruptivehr.com/products

IMPACT OF COVID ON D&I

1. Frame your intentions: human and honest – avoid lists of minority groups and legal language

2. Use data and insight to go beneath the surface and focus your actions

3. Focus on enabling open and honest conversations – not big D&I programmes

4. Identify the small things that people could change to make things more inclusive

5. Use 'nudges' or re-framing to help overcome or dilute bias

6. Widen your D&I to engage around human uniqueness and encouraging difference

NEW APPROACHES
LIVE WEBINARS

FREE for Members of the Disruptive HR Club.

Join the Club today and get your money back on today's webinar!

Club members can watch recordings of all our live webinars by typing "new approaches" in search bar

Dates for your diary!

New Approaches to …

Reward and Recognition 9 March

Employee Experience 25 March

Talent Management 14 April

Post-pandemic workplace 21 April

Performance Management 27 April

Health and Well-being 19 May

ANY QUESTIONS?

THANK YOU AND GOOD LUCK!

www.disruptivehr.com