

Diversity, Equity, and Inclusion: Identity, Bias, and Being an Inclusive Leader

Session Overview

What does it mean to be an inclusive leader? This session will dive into the concept of inclusion and introduce practical ways of being an inclusive leader.

By the end of this session, you will:

1. Define diversity and inclusion, particularly in the context of the workplace.
2. Build greater self-awareness by reflecting on your own identity and bias.
3. Describe what it means to be an inclusive leader and identify opportunities to build inclusion with your team.

Jump to a specific section:

- [Social Identity Activity](#)
- [Identity and Privilege Reflection Questions](#)
- [Skills Practice](#)
- [Cohort Discussion Guide](#)
- [Resources](#)

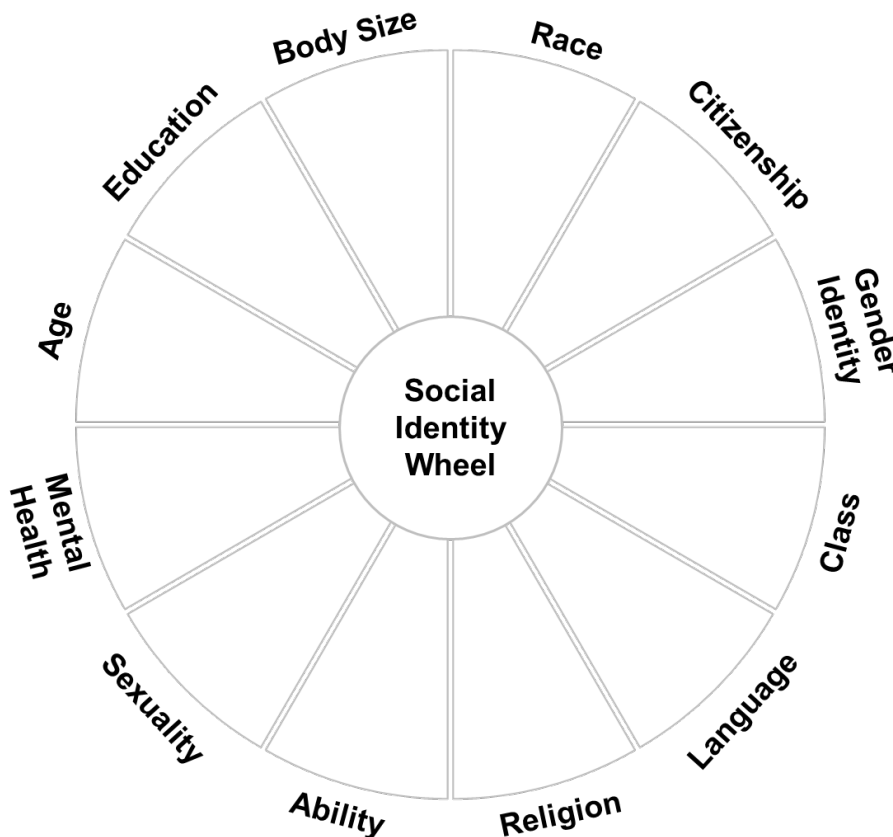
Education Session

Social Identity Activity

Examine your social identity by filling in each triangle of the social identity wheel. For example, for body size you could write slim, athletic, large, etc., or for age you could write young adult, middle aged, senior, etc.

Looking for examples? You can find a list of example identities on [page 6](#), including many other identities that are not reflected on the wheel.

If you're viewing this as a pdf, you'll find fillable text boxes in each wedge. Just click to start typing.



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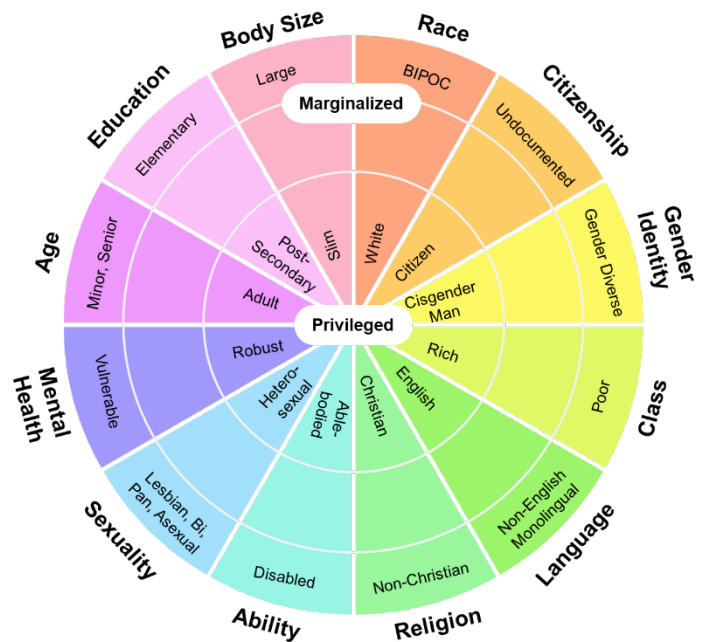
Social Identity Reflection Questions

1. What identities do you think about **most** often? What do you think about **least** often?
2. Which identities have the strongest impact on how **you** perceive or define yourself?
3. Which identities have the strongest effect on how **others** perceive or label you?

Privilege and Power Reflection Questions

Reflect on the image to the right, which has some general examples of identities that might experience more privilege than others. It's important to note that this activity is not meant to judge where you stand, but rather to boost your awareness of where you might be privileged/marginalized in life.

1. How do your identities give or take away privilege? What impact does this have on your relationships at work?



2. Thinking about your team; where might your colleagues, direct reports, and leaders reside? What cues are leading to your assumptions?

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Additional Space for Notes



Education Session Reflection

What are factors in your life that have helped shape how you see and interact with the world?

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Skills Practice

Part 1: Continue to Reflect on Your Identity and Privilege

Optional: Return to the social identity and power and privilege activity and questions as needed.

Part 2: Examine Your Own Bias by Completing Implicit Association Testing

Project Implicit is a non-profit organization and international collaborative of researchers who are interested in implicit social cognition. Their mission is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis for our scientific knowledge about bias and disparities.

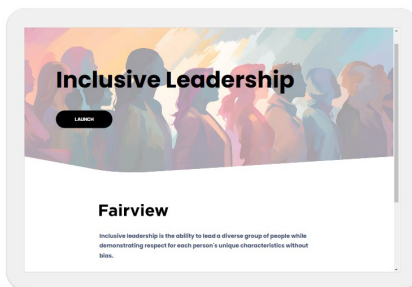
On the Project Implicit website for implicit association testing, you will have the opportunity to assess your conscious and unconscious preferences for over 90 different topics ranging from pets to political issues, ethnic groups to sports teams, and entertainers to styles of music. At the same time, you will be assisting psychological research on thoughts and feelings.

Directions

Visit [Project Implicit](#). Please read the Preliminary Information and click “I wish to proceed” at the bottom to take a test.

- Choose a few topics that have you curious about your own implicit bias. You will not be asked to share specific results of the testing, only the experience of taking the tests.

Part 3: Explore Inclusive Leadership Tactics with our eLearning Course



[Take the Inclusive Leadership eLearning Course](#) (link will open in your default browser).

- Expect to spend about 15 minutes.
- As you work through this course, start to identify “I will...” statements / actions that you can do today.

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Cohort Discussion Guide

Icebreaker – Introduce yourself and your role. What is your favorite tradition or holiday?

1. What surprised you in the education session?
2. How do your identities give or take away privilege? How do your identities impact relationships / interactions with your team?
3. Which implicit association tests did you take? How does knowing your IAT results and reflecting on your biases affect your future actions and decisions?
4. Thinking back to this past week, what opportunities did you have for self-reflection?
5. What is one specific inclusive leader action that you will do? Frame your action as an “I” statement ...
(report out to larger group)

Additional discussion questions: What have you been able to accomplish lately with your team? What did you learn? Anything you are looking for advice from your peers about?

Resources

- [Fairview Diversity, Equity & Inclusion SharePoint page](#)
- [Additional OD&L webinar offerings](#)
- [OD&L DE&I self-paced courses](#)
- Consider joining the DE&I Community of Practice. The community is designed to help you connect with others, share experiences and resources, and support each other in reflection, practice, and skill development. Meetings are virtual and occur quarterly on the third Wednesday of the month from 2:00-3:00 pm CST. [Complete this short registration form](#) to join.

Additional To-Dos

Have a conversation with your 1-up Leader with this [Leader Conversation Guide](#)

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Examples of Identities

Examples of different identities to help you fill in your social identity wheel.

Body Type, Size, Physical Appearance

trim, fat, person of size, thin, in shape, muscular

Citizenship, Immigration Status

U.S. citizen, immigrant, temporary visa, undocumented

Class, Economic Background

poor, working class, lower-middle class, upper-middle class, upper class

Religion, Faith, Beliefs, Values, Ideology

Hindu, Muslim, Buddhist, Jewish, Christian, Pagan, Agnostic, Atheist, Secular Humanist

Sexuality, Romantic, Sexual Orientation

Straight, lesbian, gay, bisexual, pan-attractional, heterosexual, queer, attractionality, questioning

Age

child, teenager, young adult, middle-age adult, senior, elderly

Race

Asian, Pacific Islander, Native American, Latinx, Black, Arab American, white, bi/multiracial

Gender Identity, Gender Expression, Sex

cisgender, woman, man, transgender, post-gender, agender, femme, butch, intersex, non-binary

Language, First Language

English, ESL, Spanish, Arabic

Physical Ability, Developmental (Dis)Ability

Able-bodied, disabled, temporarily disabled, visually impaired, blind, deaf, Deaf, hard of hearing

Mental, Emotional (Dis)Ability

robust, vulnerable, ADHD, PTSD, depression, anxiety, OCD, autistic, substance use disorder

Education, Literacy

elementary, GED certified, high school grad, graduate degree literate, functionally illiterate

Some Additional Examples Not Represented on the Social Identity Wheel

Geographic Location

urban, suburban, rural, major city

Marital + Relationship Status

single, widowed, married, seeing someone, monogamous, polygamous

Housing Status

homeowner, renter, transitional, housing insecure, unhoused

Ethnicity, Heritage + Culture

Irish, Chinese, Puerto Rican, Italian, Mohawk, Jewish, Guatemalan, Lebanese, European-American

Caretaker + Parental Status

parent, mom, dad, aunt, uncle, grandma, grandpa, caretaker

Nationality + Birthplace

United States, Nigeria, Korea, Turkey, Argentina, Canada