

10 Ways to Courageously Hack Your DEI Opportunities

These Courageous DEI Hacks are aimed at helping you explore your own thoughts, emotions, and behaviors as it relates to diversity, equity and inclusion opportunities and your role as a leader of a diverse workforce. By working through the 10 Courageous DEI Hacks, our hope is that it will not only raise your self-awareness, but also spark creative ways of engaging your team to share their diverse experiences and create a more equitable and inclusive organizational culture.

#	Courageous DEI Hacks	I'm Already Doing It	Great Idea I'll Try This!	Not Interested
<p>Learning Objective #1: (self/internal exploration) Courageously hack self-doubt, uncertainty, and fear that holds back leaders in diverse settings.</p>				
1	<p>Acknowledge & Aware Self-Exploration and Self-Awareness</p> <ul style="list-style-type: none"> Think of an example in your life, within the last 5-10 years, where you intentionally stepped out of your comfort zone Were you a chance taker or a risk taker? <p>Being aware of your comfort level with exploring DEI opportunities will help in understanding which cultural dimensions you are willing to acknowledge and possibly act upon.</p>			
2	<p>Resolve & Level of Readiness Assess your level of Readiness to act Courageously</p> <ul style="list-style-type: none"> Determine your levels of courage consciousness with the DEI opportunity... <ul style="list-style-type: none"> Is it happening TO you? Is it happening FOR you? Is it happening THROUGH you? <p>Find resolve in your level of readiness to act courageous with presented or identified DEI opportunities. Consider leading in areas of expertise & yield to more experienced leaders when needed.</p>			
3	<p>Master Courage Courage begins with you, while also including your impact on others and how you can support them in their DEI journey.</p> <p>C - Care about you, your life & others O - Own your opportunities & be Open U - You are worth it and so are those around You R - Recruit yourself and others to advance the cause A - ASK (Ask, Seek & Knock) G - Give of yourself, give to yourself & give to others E - Evolve & grow as you learn</p> <p>Courage looks, feels, and shows up differently depending on one's cultural background and how they navigate social norms. Master what it looks like for you to confidently hack DEI opportunities.</p>			
<p>Reflections: Write your insights, action items, or "aha"s that may have emerged from Objective #1.</p>				

The Forum on Workplace Inclusion

"How to Courageously Hack Your DEI Opportunities" podcast

Presented by Xaulanda Simmonds-Emmanuel & Patrick Meniboon

#	Courageous DEI Hacks	I'm Already Doing It	Great Idea I'll Try This!	Not Interested
Learning Objective #2: (dual & group interaction/external exploration) Exploring knowledge sharing to confront the fear of the unknown and the new way of working				
4	Knowledge Sharing Come from a place of curiosity, openness, willingness to learn and try new things <ul style="list-style-type: none"> ● One-on-One: Consider engaging in conversation with someone from a different cultural background and you would like to get to know them better. <ul style="list-style-type: none"> ○ What do you have in common? ○ What may be different? ○ How can you both agree to honor each others' diverse perspectives? 			
5	<ul style="list-style-type: none"> ● Pair Programming: Are there opportunities to work on a project with someone with different backgrounds, skills, knowledge & abilities than you? How can you confront the unknown? <ul style="list-style-type: none"> ○ Can pairing up unveil a new outlook on the new way of working? 			
6	<ul style="list-style-type: none"> ● Organizational: Check out "The Joy of Work: Menlo Innovation" about driving out fear, making mistakes faster and creating an organizational culture of innovation. <ul style="list-style-type: none"> ○ What are some innovative ways you, as a leader, can shift to a more inclusive and diverse organizational culture? 			
Learning Objective #3: (organizational appraisal) Applying multiple leadership lenses regarding how employees can work passionately in diverse workspaces.				
7	Where are there DEI opportunities in your organization to create an environment where employees can work passionately?			
8	Read the Harvard Business Review (2020) articles, "The Key to Inclusive Leadership" <ul style="list-style-type: none"> ● Do you possess all 6 inclusive leadership skills? 			
9	Explore " Emerge Stronger: Architecting a More Inclusive & Equitable Future of Work " (2020) report <ul style="list-style-type: none"> ● As a leader, what are some ways you can architect a more inclusive & equitable work environment? 			
Reality DEI Check-in for Continuous Learning & Growth				
10	Continuous Learning: Schedule a time in the next quarter to assess and continue to hack into your DEI Opportunities			
Reflections: Write your insights, action items, or "aha"s that may have emerged from Objective # 2 & #3.				



Xaulanda Simmonds-Emmanuel, MBA
The Xausky Group, LLC
 Website: www.xausky.com
 LinkedIn: <https://www.linkedin.com/in/xaulandasimmondsemmanuel/>



Patrick Meniboon, MBA
The Courage Hacker
 Website: <https://patrickmeniboon.com/>
 LinkedIn: <https://www.linkedin.com/in/patrickmeniboon/>