

Inclusive Leadership

Inclusive leaders are respectful and treat people fairly, they value the uniqueness individuals have and leverage the thinking of diverse groups¹.

FAIRNESS & RESPECT	VALUE & BELONGING	CONFIDENCE & INSPIRATION
Equality of treatment and opportunities	Individuals feel that their uniqueness is known, and they feel socially connected.	Create a safe environment for people of all groups to speak up and do their best at work.

The work environment has become far less homogenous and much more diverse than before which ultimately influences business priorities and reshaping the required capabilities of leaders¹. There are six traits of Inclusive leadership that suggest strategies to help organizations cultivate inclusive capabilities across their leadership population¹.

SIX TRAITS OF INCLUSIVE LEADERSHIP	BEHAVIOURS THAT CAN BE ADOPTED
Commitment: inclusive leaders are committed to the diversity and inclusion of all people.	Self-awareness: this includes taking the time to understand your own biases, strengths, and weaknesses.
Courage: speak up and challenge yourself and others to see things from a diverse cultural and inclusive perspective (e.g., if you see racist behaviour, you speak up and report it).	Lead with Courageous Vulnerability: understand your weaknesses and share them. Advocate for people who are overlooked or part of minority groups.
Cognitive: be mindful of the biases you and the organisation may have.	Identify gaps: find your weaknesses and knowledge gaps.
Curiosity: have the mindset to understand how different people view and experience the world (e.g., you can seek information to understand or respectfully talk to people about their views).	Listen to Understand: listen and help people bridge gaps and communicate knowledge.

1. Dillon & Bourke, (2016)

Topic 3: Inclusive Leadership

SIX TRAITS OF INCLUSIVE LEADERSHIP	BEHAVIOURS THAT CAN BE ADOPTED
Cultural Intelligence: have the drive, knowledge, and adaptability to be culturally aware.	Social Awareness: understand your social environment and use this information to build an inclusive culture.
Collaboration: empower individuals to engage in diversity and inclusion.	Create Connections: connect with others to understand barriers and actions to better inclusion and diversity.

RESOURCES

Carer Gateway. *Speaking up for someone*. <https://www.carergateway.gov.au/help-advice/speaking>

Centre for Creative Leadership. (2022). *Inclusive Leadership: Steps Your Organisation Should Take to Get It Right*. <https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/#:~:text=Inclusive%20leaders%20are%20individuals%20who,collaborate%20more%20effectively%20with%20others.>

Centre for Creative Leadership. (2022). *What is Active Listening? How Can I Do It Better?*. <https://www.ccl.org/articles/leading-effectively-article/coaching-others-use-active-listening-skills/>

Dillon, B and Bourke, J. (2016). *The six signature traits of inclusive leadership: Thriving in a diverse new world*. Deloitte University Press. <https://www2.deloitte.com/content/dam/Deloitte/au/Documents/human-capital/deloitte-au-hc-six-signature-traits-inclusive-leadership-020516.pdf>

