Reimagine Diversity & Inclusion

Presented by
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“To develop a complete mind: Study the science of art; Study the art of science. Learn how to see. Realize that everything connects to everything else.” — Leonardo da Vinci

"After a certain high level of technical skill is achieved, science and art tend to coalesce in esthetics, plasticity, and form. The greatest scientists are always artists as well." — Albert Einstein
The Diversity and Inclusion Problem in Brief

After 35 years of work in Diversity and Inclusion, 95% of Fortune 500 CEOs are male, and 96% are non-Hispanic White, and executive teams are not much more diverse.
We ALL had this Coach...

• This isn’t a journey...we are destined to win!
• We all belong to each other.
• You better get your mind straight...we gonna kick their ###!
• We need everyone to contribute.
• Better get your butts in gear and in-synch, so we can win the championship...today!
Destination
“a place to where someone or something is to be sent”
- Oxford Dictionary

Journey
“an act of traveling from one place to another.”
- Oxford Dictionary
7 Seconds = 11 Impressions
“mindset” {noun}  
*a way of thinking that directs action*

A mindset with unconscious bias or conscious bias (prejudice), can be problematic because of the negative impacts.
Minimizing Bias

- 7-second Impression
- Pause, Slow Down
- Logic > Emotion
- Self-Reflect on Hot Buttons
- Identify Connections
- Desire Positive Outcome
Unconscious Bias

The attitudes or stereotypes that drive our understanding, actions and decisions in an unconscious manner.

It is our implicit people preferences, formed by our socialization, experiences and exposure to others.
How Our Mind Works

Conscious Mind
- Awareness of what is happening
- Thinking, analyzing, rationalizing
- In-taking information that is stored in the sub and unconscious.

Subconscious Mind
- Right below consciousness
- Can pull information from unconscious
- Emerges in intuition, dreams, insight
- Can problem solve

Unconscious Mind
- Reactionary and very rapid
- Stores instincts, preferences.
- Acts to protect.
- Drives behavior without a person’s knowledge.
- In-accessible to the conscious.
- Creates efficient patterns.
- Does not “think” or rationalize… just processes.
- Stores long term memories

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Diversity and Inclusion Synching

step into my shoes
and walk the life
I'm living
and if you
get as far as I am,
just maybe you will see
how strong I really am.
Encouraging Inclusive Behaviors
5C Inclusion Continuum Toolkit

Exclusive Behaviors
1. Avoid
2. Dismiss
3. Question
4. Tolerate
5. Test
6. Deny
7. Discount
8. Dismiss
9. Defer
10. Repulse
11. Reprimand
12. Eliminate
13. Marginalize
14. Deflect

Inclusive Behaviors
1. Appreciate
2. Affirm
3. Advocate
4. Sponsor
5. Develop
6. Stretch
7. Mentor
8. Resource
9. Train
10. Coach
11. Feedback
12. Encourage
13. Include
14. Challenge

CONNECTED
joined together to provide access and communication

COMFORTABLE
a state of physical ease and freedom from pain or constraint

CURIOUS
eager to know or learn something

CONCERNED
reservation about relating to

CONFLICTED
be incompatible or at variance; clash

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UNKNOWN

KNOWN
THANK YOU!!!

Vincent R. Brown

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