

May 2024

Microaffirmations: Creating Cultures of Inclusion



What we remember...

"I've learned that people will forget what you said,
people will forget what you did,
but people will never forget how you made them feel."

Maya Angelou



Discussion



- What makes you feel included?
- What are the behaviors of people and attributes of cultures that feel inclusive to you?

Today's Agenda



- Why inclusion matters
- What the research says
- What can we/I do?



Why Inclusion Matters

Why this topic matters...

- People quitting jobs at record rates
- Job satisfaction numbers are dropping
- Mental health is in a decline
- Divisiveness is on the rise



The Case for Inclusive Cultures...

Financial benefits of organizations that practice inclusion:

- report higher earnings
- Shareholder return of top organizations is 60% higher than those in the median range



The Case for Building Community...



- Human centered organizational cultures:
- Experience better teamwork
 - Have employees who report higher job satisfaction
 - Report higher rates of employee retention



What the Research Says

Deloitte Women at Work 2023

Deloitte.

Mental health is at an all-time low, both in and out of the workplace

44% of women report experiencing harassment or microaggressions in the workplace in the last year

Women in underrepresented groups experienced even more

Gender Equality Leaders - organizations that foster inclusive cultures and prioritize mental well-being of their employees

McKinsey Women in the Workplace 2022

McKinsey
& Company

Women leaders are leaving their companies at the highest rate in years

The gap between the numbers of men leaving and the numbers of women leaving is the highest it's been in years

McKinsey Women in the Workplace 2022

McKinsey
& Company

Inequity in their role

Burnout

Seeking a better work culture

McKinsey Women in the Workplace 2022



"If companies don't take action, they won't just lose their women leaders; they risk losing the next generation of women leaders, too. Young women are even more ambitious, and they place a higher premium on working in an equitable, supportive, and inclusive workplace. They're watching senior women leave for better opportunities, and they're prepared to do the same."



What can we/I do?

Microaffirmations



- the nonverbal and unintentional behaviors of leaders that build inclusive cultures
- gestures of inclusion and caring that help reaffirm a person's value, help build strength and correct weakness

Microaffirmations



Can be learned



Help build community



Women naturally exhibit this behavior more often than men



Ground microaffirmations in behavior, not appearances



Where to begin?



Awareness



Curiosity



Connection



Authentic

Organizational Solutions



Become a people-first organization



Creating conversational spaces for gathering

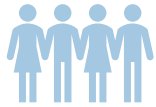


Create opportunities for mentor relationships



Offer ongoing personal and professional development

Just be nice!



Offering others the
right of way



Giving a
compliment to
someone



Smiling at a
stranger



Assuming best
intent



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