

#inclusionmatters:
*4+ Best Practices for
Inclusive Leadership*





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About

INCLUSIVE
LEADERSHIP
SOLUTIONS

CAREER
GROWTH
SOLUTIONS

The Business Case for Inclusion

- #Blacklivesmatter
- #Bluelivesmatter
- #OrlandoStrong
- #DisabilityMatters
- #MeToo
- Political Landscape
- Paternity Benefits
- Board Diversity
- LGBTQIA
- Ally*ship
- Intersectionality
- White Fragility
- White Privilege
- White Males
- Ageism
- Appearance
- Gender Equality
- BIPOC
- Racial Equity
- Tech Diversity

Simone's Truth Serum

01

Inclusion is HARD WORK!

02

It requires self awareness and courage to embrace differences, even if you don't understand those differences.

03

We will all falter at inclusion. The key is to forgive ourselves and do better the next chance we get.

Have you ever felt excluded?

- How did it make you feel?
- How did you perform as a result of feeling excluded?





If it's so simple, why
don't we JUST DO IT?

#INCLUSIONMATTERS





4+ BEST PRACTICES FOR INCLUSIVE LEADERSHIP

Best practices for inclusive leadership

1. CANCEL ONE & DONE
2. LISTEN TO YOUR PEOPLE
3. EMBRACE DIVERSE VENDORS
4. LEARN FROM OTHERS

BONUS

1. NIX EXCLUSIONARY LANGUAGE
2. WALK THE TALK



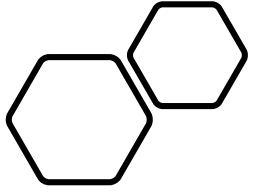
1. CANCEL ONE
& DONE

INDIVIDUAL

1. **STAY** in the Learning Zone
2. Get **CREATIVE** with Consumption
3. **INTEGRATE** Inclusion into Learning Plans

ORGANIZATION

1. Provide money and time for **ALL**
2. Create **SPACE** for diverse vendors
3. **RECOGNIZE** and **REWARD** Inclusive Leaders



2. Listen to Your People



ANONYMOUS
FEEDBACK



LISTENING GROUPS



RESOURCE GROUPS



ENGAGEMENT
SURVEYS

3. Embrace diverse vendors

Partner with Agencies to continue learning and connect to Diverse Vendors

- Women's Business Enterprise National Council
- National Minority Supplier Development Council
- National Veterans Business Development Council
- National Gay & Lesbian Chamber of Commerce
- Human Rights Campaign
- USBLN Disability Supplier Diversity Program
- US Pan Asian American Chamber of Commerce



4. Learn From Others

- DiversityInc Top 50
- Working Mother / National Association of Female Executives
- Best Companies for Multicultural Women
- Human Rights Campaign
- Best Places to Work
- Disability Equality Index
- Forbes
- Glassdoor

THE 2020 DIVERSITYINC TOP 50 COMPANIES FOR DIVERSITY

1. Marriott International, Inc.
2. Hilton
3. Eli Lilly and Company
4. ADP
5. Accenture
6. Mastercard
7. Comcast NBCUniversal
8. Abbott
9. TIAA
10. Toyota Motor North America, Inc.
11. Wells Fargo
12. KPMG
13. Target
14. BASF
15. Northrop Grumman Corporation
16. Procter & Gamble
17. Cox Communications
18. TD Bank
19. AbbVie
20. Nielsen
21. The Hershey Company
22. Dow
23. Aramark
24. CVS Health
25. Humana
26. Southern Company
27. The Boeing Company
28. Sanofi U.S.
29. Exelon Corporation
30. General Motors Company LLC
31. Allstate Insurance Company
32. Walmart Inc.
33. Medtronic plc
34. The Kellogg Company
35. KeyBank
36. Colgate-Palmolive
37. Randstad
38. AIG
39. Ecolab Inc.
40. U.S. Bank
41. J.C.Penney Company Inc.
42. Cigna
43. HP Inc.
44. McCormick & Company
45. Moody's Corporation
46. United Airlines Holdings, Inc.
47. AstraZeneca
48. HSBC
49. Centene Corporation
50. Capital One Financial Corporation

Top Regional Companies

1. Blue Shield of California
2. MGM Resorts International
3. Comerica Bank
4. Ameren Corporation
5. The American Heart Association
6. CSAA Insurance Group

Top Hospitals & Health Systems

1. **Northwell Health**
2. Henry Ford Health System
3. Cleveland Clinic
4. WellStar Health System
5. H. Lee Moffitt Cancer Center & Research Institute
6. OhioHealth
7. Mayo Clinic
8. Yale New Haven Health System
9. NYU Langone Health

Top Utilities

1. Sempra Energy
2. Ameren Corporation
3. DTE Energy
4. FirstEnergy
5. National Grid USA Service Company, Inc
6. Consolidated Edison Company of New York, Inc.

Top Companies for Employee Resource Groups

1. AT&T
2. Dow
3. Ernst & Young LLP
4. Northrop Grumman Corporation
5. Hilton
6. HSBC
7. Wells Fargo & Company
8. Southern Company
9. The Boeing Company
10. Asurion



Age Salami, MSU, CPA - ZHU

Tax Professional

1d • 🌐 Anyone

#inclusiveleadership is the only way up!!!



Jamie Dimon  • 3rd+

Chairman and CEO of JPMorgan Chase & Co.

1d • 🌐 Anyone

Follow

When someone cannot get their foot in the door to compete for a job, it is bad for business and bad for communities that need access to economic opportunity. Giving more people a second chance allows businesses to step-up and do their part to reduce recidivism, hire talented workers, and strengthen the economy. **JPMorgan Chase & Co.** is committed to removing barriers to employment for those with criminal backgrounds and advocating



BANKS

Wells Fargo CEO's comments about diverse talent anger some employees

PUBLISHED TUE, SEP 22 2020•12:51 PM EDT | UPDATED TUE, SEP 22 2020•3:11 PM EDT



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KEY POINTS

- Wells Fargo Chief Executive Charles Scharf exasperated some Black employees in a Zoom meeting this summer when he reiterated that the bank had trouble reaching diversity goals because there was not enough qualified minority talent, two participants told Reuters.
- Scharf spent more time listening than speaking during the 90-minute call which he initiated and has not been previously reported.
- His comments about Black talent rubbed some attendees the wrong way, according to the two employees, who spoke on the condition of anonymity because they feared repercussions.



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BUSINESS 10/21/2019 07:00 am ET | Updated 15 hours ago

Women At Ernst & Young Instructed On How To Dress, Act Nicely Around Men

At the height of the Me Too movement, the message of the training seminar was “fix the women.”



By Emily Peck

EY, one of the largest accounting firms in the world with \$36.4 billion in global revenue and 270,000 employees, was still recovering from a public Me Too accusation. A few months before the seminar, the company was in the news for settling a discrimination complaint filed by Jessica Casucci, a partner at the firm who said she was sexually assaulted by a male partner. The incident happened years before and Casucci complained internally. EY fired the man only after she went public.

Benchmark Lessons



Observe and learn from leaders



Invest in your inclusion journey



Apply and course correct from results



Celebrate the journey

5. Nix Exclusionary Language

1

STOP SAYING . . .
YOU DON'T KNOW
WHERE TO FIND
DIVERSE TALENT

2

CHECK YOUR
BEHAVIORS,
ASSUMPTIONS,
JUDGEMENT

3

CHECK COPY ON
YOUR
RECRUITMENT
MATERIALS

6. Walk The Talk

- ✓ Board
- ✓ Leadership Team
- ✓ Recruitment
- ✓ Retention
- ✓ Vendor

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**

**WE PLEDGE TO
ACT ON
SUPPORTING
MORE INCLUSIVE
WORKPLACES **!****

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Stay Connected

www.theinclusionbootcamp.com



Become an Inclusive Leader



Simone Morris
Lead Facilitator

This 6-week program provides an opportunity for participants to focus on building up their inclusive leadership skills. Participants leave program aware, courageous, empowered, and with a 90-day action plan to continue growing their inclusive leadership skills.

Modules:

- Inclusive Leadership Foundation
- Inclusive Leadership Best Practices
- Recruitment and Retention Inclusion Strategies
- Building Inclusive Communities
- Inclusive Leadership Technology Overview
- Walk The Talk on the Inclusion Journey

Public Classes:

- September 1 - October 6
- October 12 - November 16
- November 10 - December 15

To learn more, contact us:

- smorris@simonemorris.com
- www.theinclusionbootcamp.com
- www.callwithsimone.com

Simone Morris is an award winning diversity and inclusion leader. Her passion for inclusive leadership led her to create the Inclusion Bootcamp Program.

Having been a trainer for over two decades and an experienced Diversity and Inclusion Leader, she developed a program that fosters growth as an inclusive leader.

Simone Morris Enterprises LLC is an HRCI Approved Provider and a SHRM Recertification Provider.

www.ilcmembership.com



Questions



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