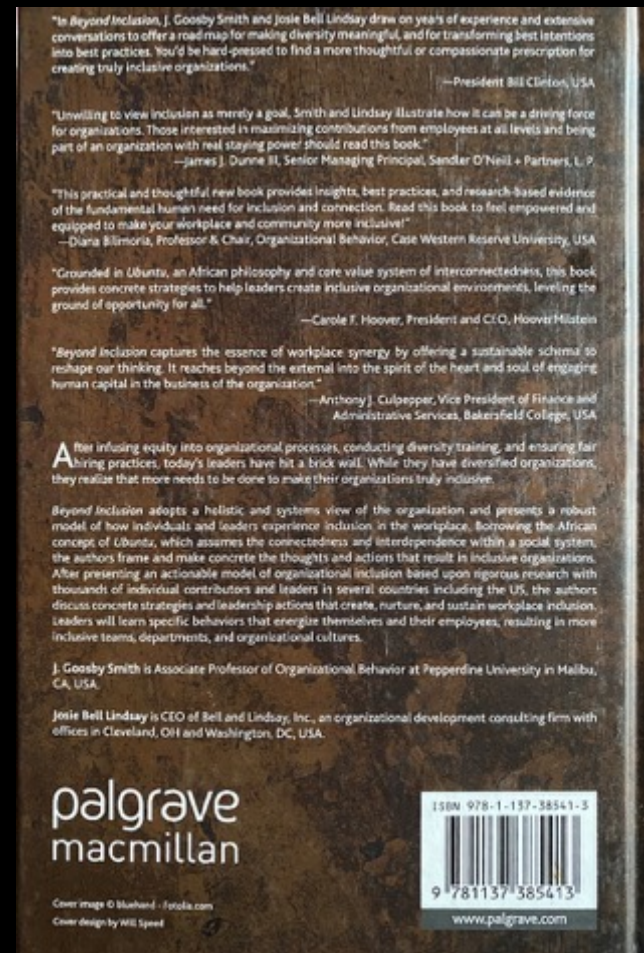
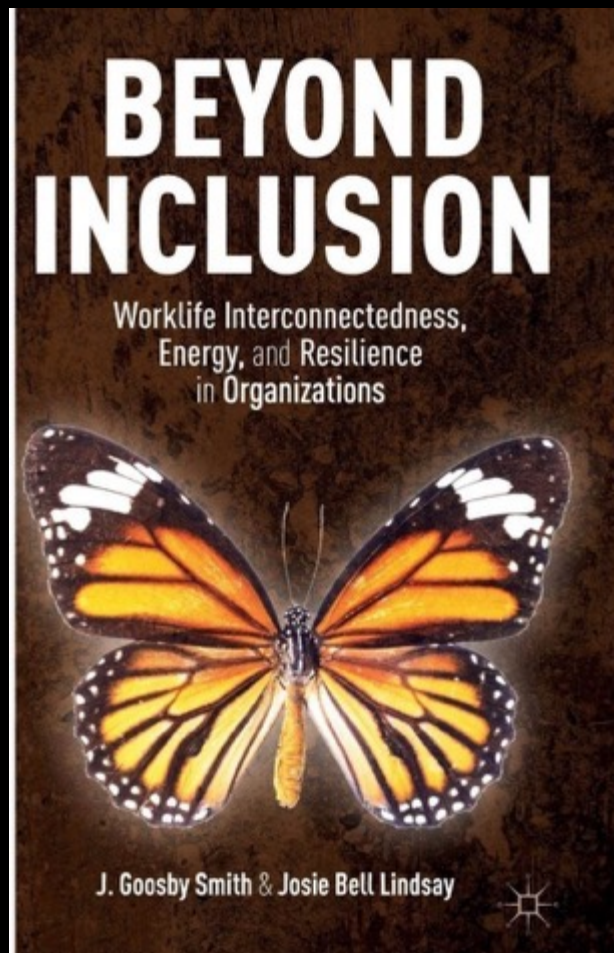


# Creating Inclusive Organizations

## DEVOPS Enterprise Summit – Las Vegas, NV



**J. Goosby Smith, PhD, MBA – October 13-15, 2020**

# Today's Agenda

- Introduction & Overview
- Gardening
- Definition of Variables
- Creating Inclusive Organizations
- What can YOU do?
- Wrap-Up







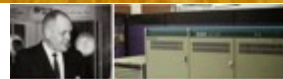
“Dr. J”



Naval Information Warfare Center



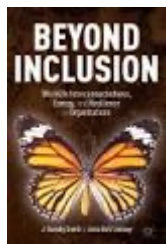
ATLANTIC



digital



INTERDENOMINATIONAL THEOLOGICAL CENTER



INDIANA UNIVERSITY NORTHWEST



SOFTWARE ANSWERS

# The Big Picture

- Good developers have clear variable definitions!
  - Diversity
  - Equality
  - Equity
  - Inclusion

# ***Your Organization***





***A very diverse but not very inclusive “Organization”***





***A very inclusive but not very diverse “Organization”***





***A not very diverse and not inclusive “Organization”***







**Our goal: Very diverse and inclusive organization**



# ***In sum: Inclusion and Diversity are DIFFERENT***

	<b>Minimally Diverse</b>	<b>Highly Diverse</b>
<b>Highly Inclusive</b>	<p><i>Garden: The same types of plants are all thriving together.</i></p> <p><i>Organization: A similar group of people are all thriving together.</i></p>	<p><i>Garden: Different types of plants are all thriving together.</i></p> <p><i>Organization: A diverse group of people are all thriving together.</i></p>
<b>Minimally Inclusive</b>	<p><i>Garden: The same types of plants are all suffering.</i></p> <p><i>Organization: A similar group of people are suffering together.</i></p>	<p><i>Garden: Different types of plants are all suffering, at different rates.</i></p> <p><i>Organization: A diverse group of people are all suffering in different ways and to different degrees.</i></p>





# Equality





# Equity





**Looking Deeper at Diversity**



# Dimensions of Diversity

## “Roots”

- Learning style
- Personality
- Leadership style
- Circadian rhythm
- Career needs
- Conflict



**Diversity is a complicated variable. “Both-and” thinking is best. We human flowers are complex “hybrids”!**

7

Lee Gardenswartz and Anita Rowe, *Diverse Teams at Work*. Burr Ridge, IL: Irwin Professional Publishing, 1994. Internal dimensions and external dimensions are adapted from Marilyn Loden and Judy B. Rosener, *Workforce America!* Homewood, IL: Business One Irwin, 1991.

(c) D.L. Plummer & Associates



# Different flowers, different needs

AKA Gen Y      AKA Gen Z



**TRADITIONALISTS**

Born 1900-1945

Great Depression  
World War II  
Disciplined  
Workplace Loyalty  
Move to the 'Burbs'  
Vaccines



**BOOMERS**

Born 1946-1964

Vietnam, Moon Landing  
Civil/Women's Rights  
Experimental  
Innovators  
Hard Working  
Personal Computer



**GEN X**

Born 1965-1976

Fall of Berlin Wall  
Gulf War  
Independent  
Free Agents  
Internet, MTV, AIDS  
Mobile Phone



**MILLENNIAL**

Born 1977-1997

9/11 Attacks  
Community Service  
Immediacy  
Confident, Diversity  
Social Everything  
Google, Facebook



**GEN 2020**

After 1997

Age 15 and Younger  
Optimistic  
High Expectations  
Apps  
Social Games  
Tablet Devices

# Coming soon to the marketplace...





# Please meet: Generation Alpha!

- Born 2010-2025
- First generation born entirely in the 21<sup>st</sup> century
- Parents are the 22 million Millennials (birth rate about 9000/day)
- 2.5 million Gen Alpha babies born weekly worldwide
- The “iGeneration” is most technologically savvy to date
- Raised by Millennials who place parenthood and marriage in high priority, often above career and financial success
- The oldest are 10 years old



# Feeling included in the marketplace

- Please think of a time in your organization when you felt really included, like you belonged.
- What makes this moment stand out?





# *The Fertilizer...Ubuntic Inclusion™*



**Connection**



**Care**



**Intrapersonal  
Inclusion**



**Communication**



**Mentoring &  
Coaching**



**Fairness**



**Trust**



**Visibility &  
Reward**

# What's next?

- What are other times you've felt included? Which dimensions of Ubuntic Inclusion™ were involved?
- If you don't feel included often, what dimensions are missing?
- What are you willing to learn? to do differently?
- What can you do to make others feel included?
- How does inclusion impact your work experience?
- How can you be a lifelong learner?





# Here's the help I'm looking for...



How can we make **inclusion** an every-day part of our lives (and not just something we address when bad things happen)?

What is a valuable lesson that you learned from someone who differs from you along one of the dimensions of **diversity** that we covered today?

*Dr. J. Goosby Smith \* DrJGoosbySmith@gmail.com*

Do justice. Love mercy. Walk  
humbly.