Why Inclusive Leaders are Good for Organizations

and How to Become One

**What the article is about:**

A picture containing sky, train, indoor, small

Description automatically generated The article from Harvard Business Review by Juliet Bourke and Andrea Espedido describes all the benefits, factors, and traits that happen to an organization when diversity is an important value within the company’s mission statement. The article cuts right to the meat and shows what traits employees find most desirable for their employers to have, (in reference to diversity and inclusion) which mainly consists of: Visible and authentic commitment to diversity, humility about the capabilities of the organization, awareness of bias when it comes to blind spots and flaws in the organization, curiosity about others, keeping an open mindset, cultural intelligence, and effective collaboration.

**How the results were gathered** A close up of a hand

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The results from the article were primarily gathered by a survey that was sent out to a total of 4 thousand employees from several different organizations. The survey consisted of 17 discrete sets of behaviors that they grouped into six categories which were equally important and mutually reinforcing. Simultaneously, some of the behaviors that were identified as toxic or harmful for an organization, these behaviors are: Overpowers others, displays favoritism, discounts alternative views, and challenges opposing ideas.

**Going forward:**

The article provides some great steps on how to be an inclusive leader and why that is so important in a workplace. The article talks about how important inclusivity is when it comes to the workplace and how inclusive teams often see higher productivity, lower absenteeism, and generally a better workplace environment with overall happier employees. Steps to improve your inclusivity skills include being visible and vocal, knowing your inclusive-leadership shadow, and deliberately seeking out difference in the workplace.

**Validity of the Article:**

Overall, I think the article covers a majority of the components that inclusivity and diversity bring to an organization, while I agree that inclusivity is a crucial factor in a workplace, I find it hard to measure exactly how well an organization is doing on their diversity and inclusion unless they are at both extremes of the inclusivity spectrum. A simple survey is the best way to measure this, but it’s subject to human error as well as a bias, in the sense that diversity in a workplace is an intangible thing to have and is more fluid than binary in respects to how an organization represents diversity and inclusion.

Article

<https://hbr.org/2019/03/why-inclusive-leaders-are-good-for-organizations-and-how-to-become-one>