

Leadership & Hiring with a Culturally Affirming Lens

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Pronouns they/she

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What is DEI?

Diversity
Equity
Inclusion

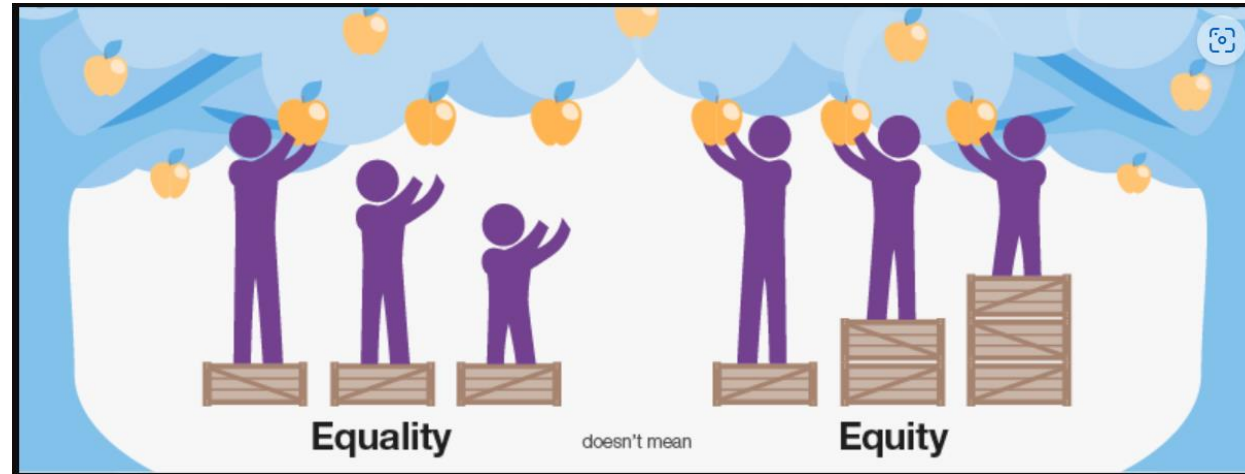


What does diversity in hiring, onboarding, and leading look like?

How does your organization promote and reflect on equity in the workplace?

How inclusive are your application, interview and promotion practices?

Why should I care about DEI & cultural humility?



What is culturally affirming leadership?

Why should I know about DEI practice in hiring and leadership?

Is it necessary to always consider diversity when hiring?

Diversity means we hire the candidate that best meets the needs of the unit from a diverse pool of applicants.

Could bias
be hiding in
your
outlook ?

Reflect on your organization values,
standards and code of ethics.

Do you have clarity in understanding the
importance of DEI, cultural humility and
leadership?

TYPES OF UNCONSCIOUS BIAS



Affinity Bias

Feeling a
connection to
those similar
to us



Perception Bias

Stereotypes and
assumptions
about different
groups



Halo Effect

Projecting positive
qualities onto
people without
actually knowing
them



Confirmation Bias

Looking to confirm
our own opinions
and pre-existing
ideas.

As a leader, are you aware of your own biases, cultural humility and why this matters?

12 Leadership Styles for Different Business Types

Transformational leadership

Essential in times of disruption

Transactional leadership

Great for sales and commission roles

Laissez-faire leadership

Perfect for artsy or creative types

Situational leadership

This leadership style is the absolute best

Strategic leadership

Occurs at the vision/mission level

Autocratic leadership

Strictly at the executive level

Charismatic leadership

Raises your staff's spirits

Coach leadership

Gets the best out of your staff

Democratic leadership

Makes employees feel valued

Pacesetter leadership

Amplifies speed and performance

Servant leadership

All about putting others first

Paternal or maternal leadership

Common in family businesses



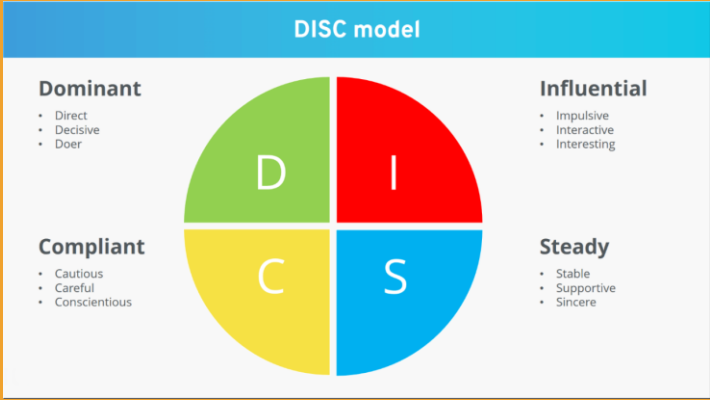
How does cultural humility factor into your leadership?

3 Tenets Of Cultural Humility

- lifelong learning and self-reflection
- mitigating power imbalances
- institutional accountability



How does cultural humility factor into hiring?



MOTIVATION ASSESSMENT

Identify your sources of motivation!

- ▶ Based on the best-known theories of basic human values
- ▶ Only 28 questions
- ▶ Understand what drives your enthusiasm at work



<p>CULTURE ADD.</p> <p>INNOVATION. <small>QUICK DECISIONS. CANDOR.</small> FAST GROWTH. <small>PROACTIVE. VALUES-DRIVEN.</small></p> <p>HIRING DIFFICULTY</p>	<p>CULTURE FIT.</p> <p>REACTIVE. <small>AMBIGUOUS. SLOW-PACED.</small> <small>INCONSISTENT. STATUS QUO.</small> <small>BASED ON GROUPTHINK.</small></p> <p>HIRING DIFFICULTY</p>
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4 DOMAINS OF TEAM STRENGTHS

EXECUTING 执行力	INFLUENCING 影响力	RELATIONSHIP BUILDING 关系建立	STRATEGIC THINKING 战略思维
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic



Brave Possibilities

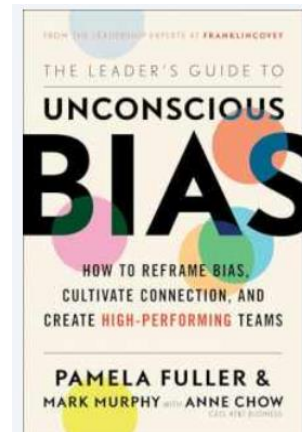
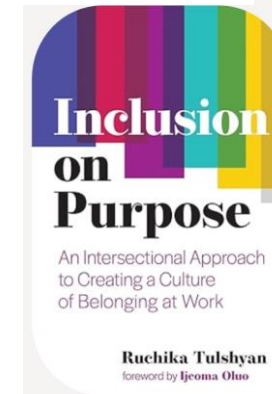
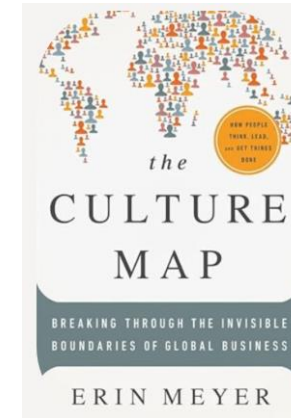
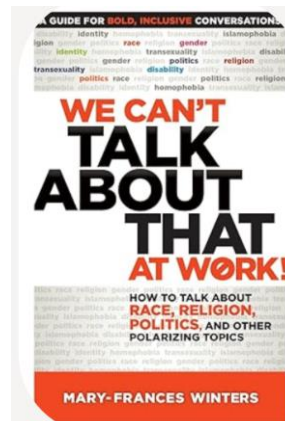
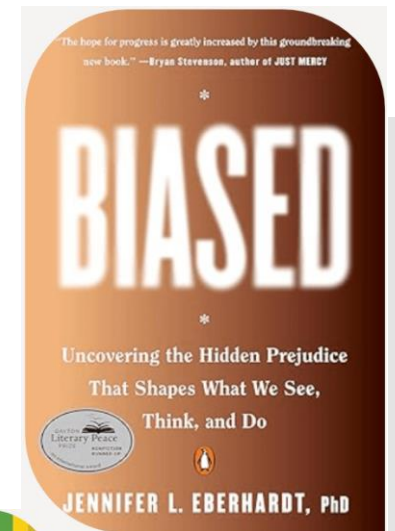
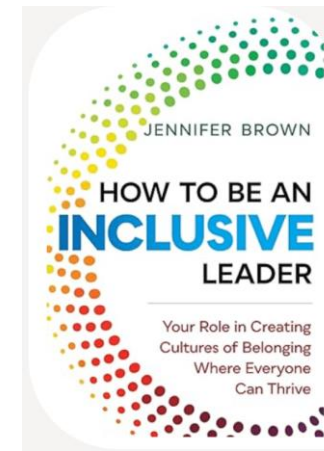
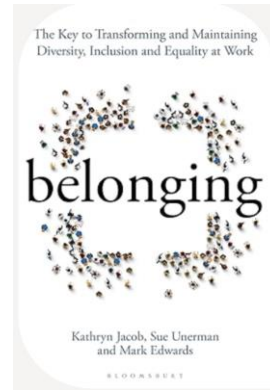
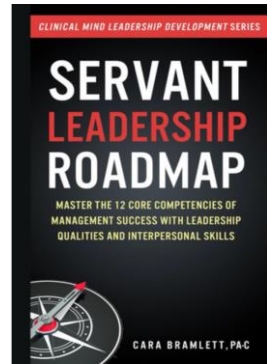


Begin the day with a fresh perspective.
Let's make today amazing together.

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Thank you!



PODCASTS:

["Code Switch" by NPR](#)

["Intersectionality Matters!" by Kimberlé Crenshaw](#)

["The Diversity Gap" by Bethaney Wilkinson](#)