

Is DEI Good for Business?

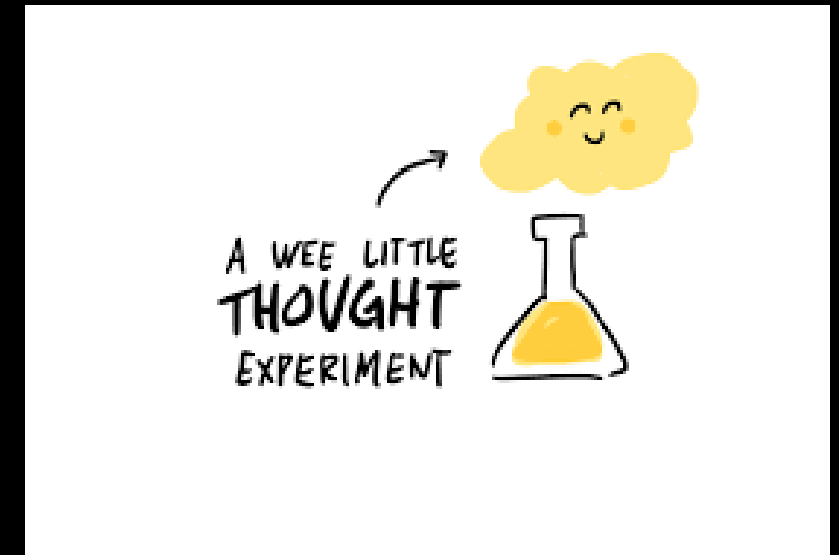
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Why Might Diversity NOT Be Good For Business?

Thought Experiment...



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The role of inclusive leadership.

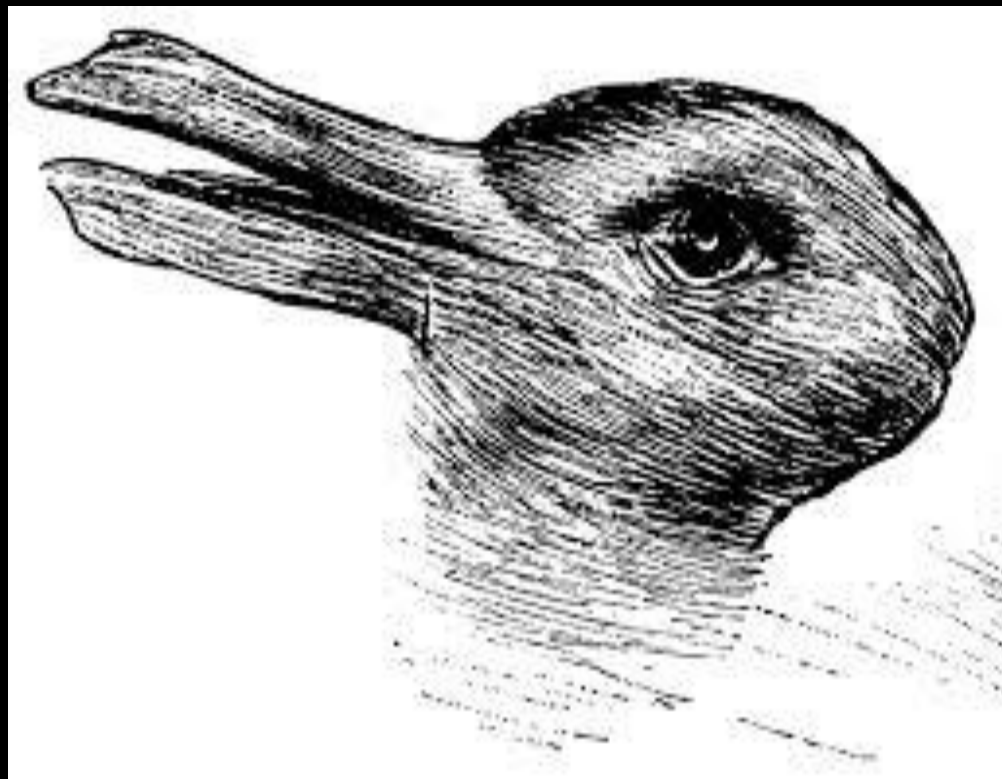
The need for supportive team members.



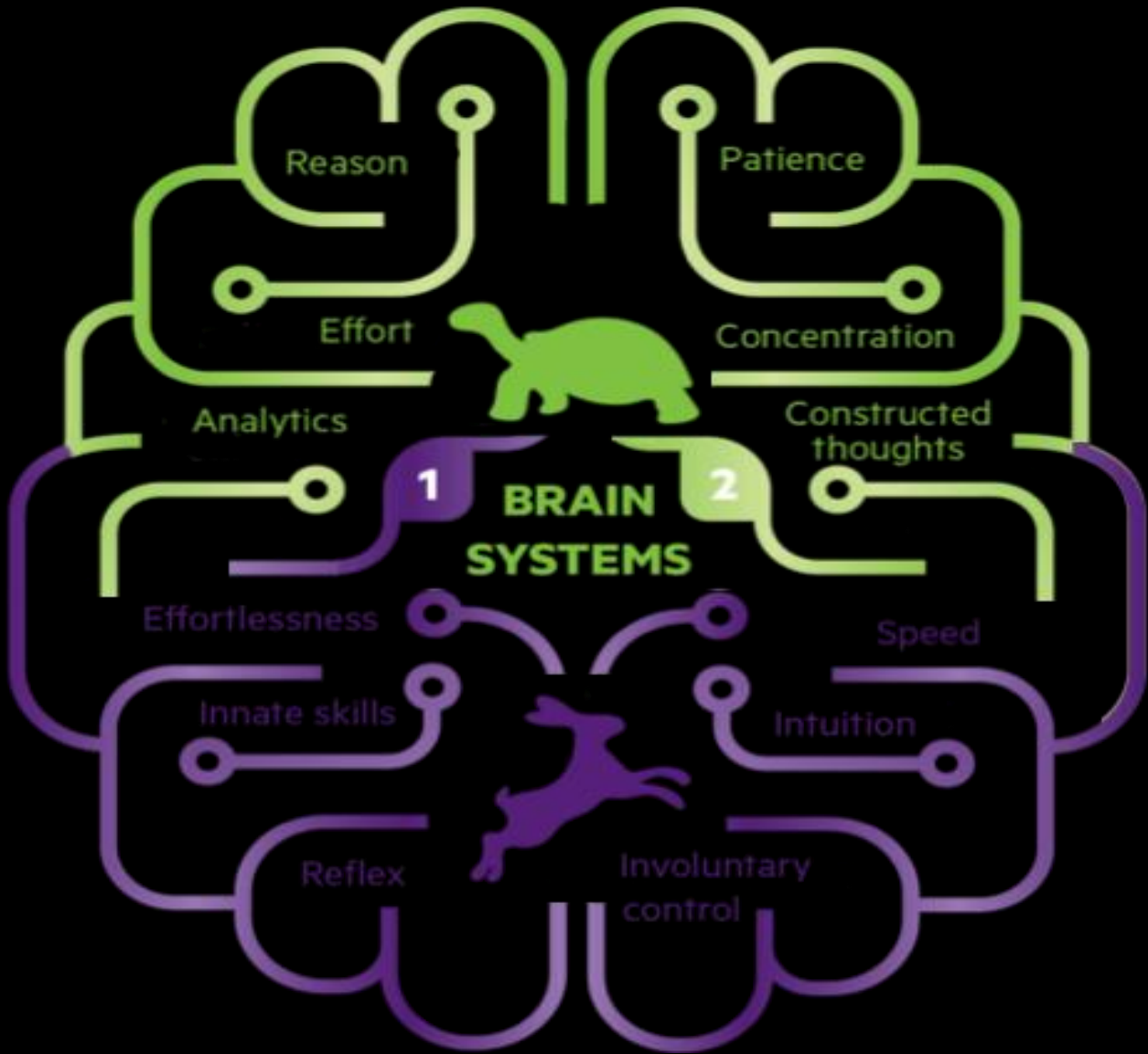
It is not just about exclusionary cultures....



I am interested in the changes that we can make to create inclusive leadership and supportive team members.

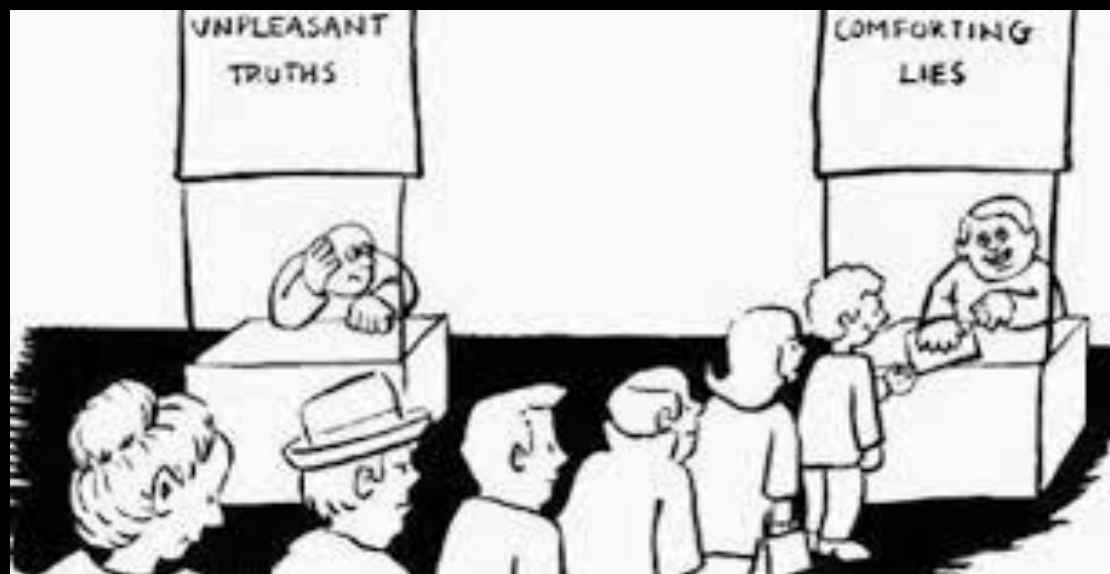


Behavioural Science and Dual Process Theory



What percentage of your waking hours do you spend in System 1 Thinking ?





**With so many biases
should I worry about
making decisions using
system 1 thinking?**



You might think that leading inclusively is easy.

Most people do.

Most people believe they have good habits that enable productive work cultures.

It is helpful to consider if behaviours map to beliefs.

It is worth reflecting on the micro-behaviours that boost team culture and engagement.

Key lessons from behavioural science that matter to create productive and inclusive workplaces.

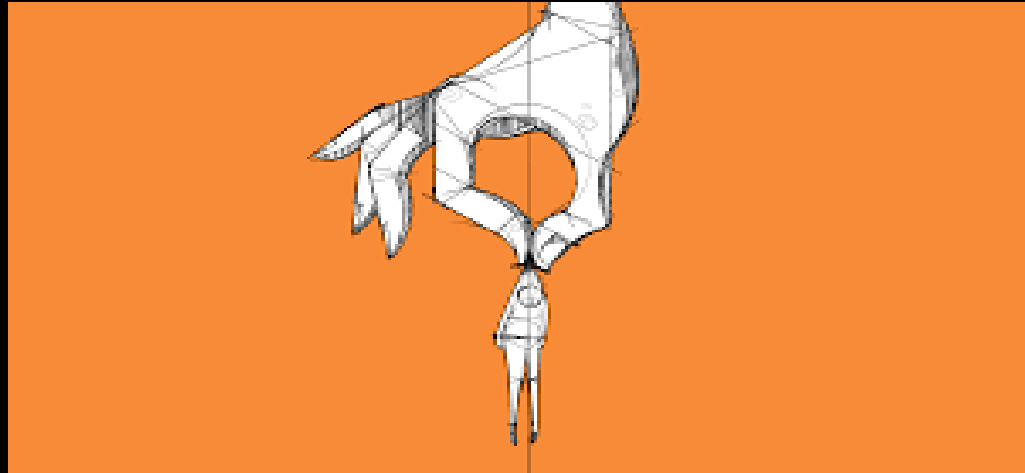
Pop Quiz

1. Would you put the meetings that you attend on YouTube as examples of exemplary meetings?



Pop Quiz

2. Do you let other people execute, stepping in when support is asked for?



Pop Quiz

3. Would your colleagues say that they are psychologically safe?



Pop Quiz

4. Do you have a culture of accountability?



Organizational Behavior and Human
Decision Processes
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The limits of psychological safety: Nonlinear relationships with performance

Liat Eldor^a  , Michal Hodor^a, Peter Cappelli^b

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Pop Quiz

5. Do you tackle loss aversion at your company?

Admit mistakes, failures and when you are wrong.

Create an environment of learning.



Pop Quiz

6. Is disagree and proceed allowed when leading decision making?



Pop Quiz

7. Does your company value diverse talent?



8. Do you have a culture where opportunities, visibility and voice are equalized?



These 8 things are the facets of inclusion that I find relate to productivity and employee motivation.

- 1. Meetings**
- 2. Autonomy**
- 3. Psychological Safety**
- 4. Accountability**
- 5. Environment of Learning**
- 6. Disagree and Proceed**
- 7. Diversity is Valued**
- 8. Equalize Opportunities, Visibility and Voice**

One last thing.... How many times do you laugh at work?



The Inclusion
Initiative

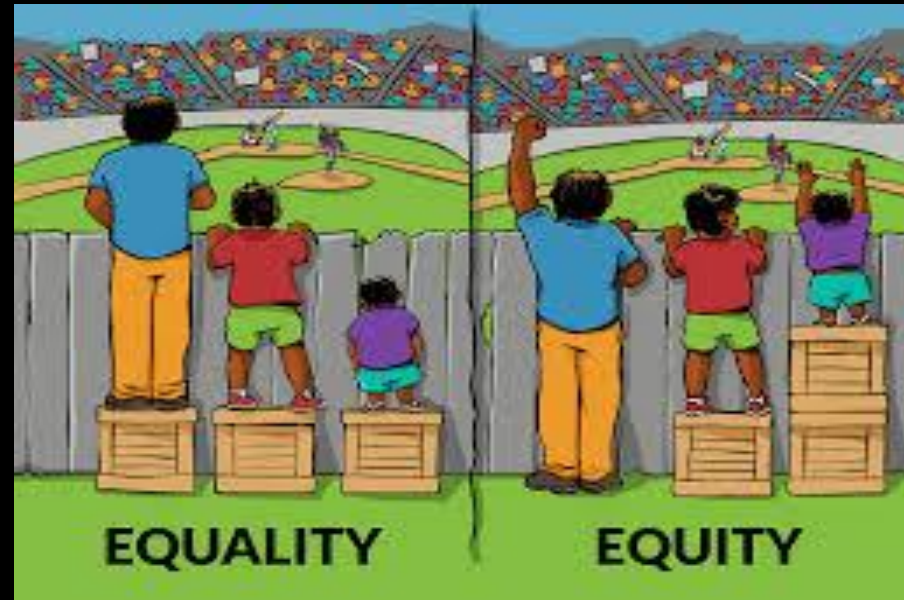


Why is there a pushback against DEI?

1. There are winners and losers. 'Losers' have a reason to pushback.
2. The outcomes derived from the thought experiment are common. This means diversity doesn't give business gains and is expensive.
3. Many spends on D&I are likely not effective and should be cut.
4. D&I progress is largely measured in inputs, and not output and impacts.
5. A lot of the pushback is on equity, and erroneous beliefs regarding equity initiatives.



Is equity good for business?

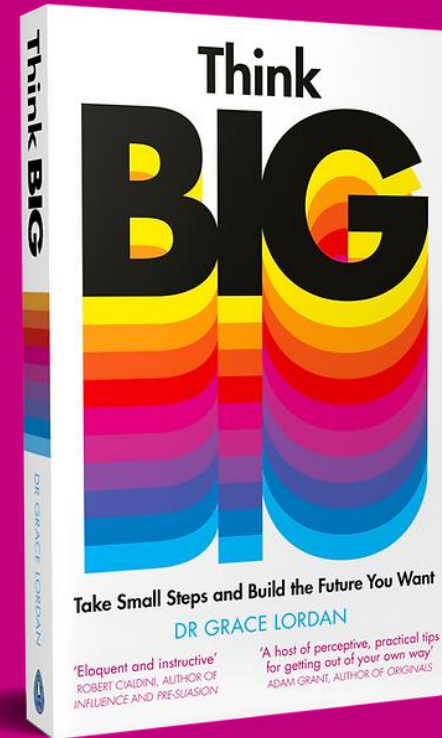


Ask Me Anything



The Inclusion
Initiative

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