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Jul 10, 2018 **Issue #9 - Triple-dog-dare you to be different? I accept!**

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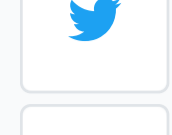
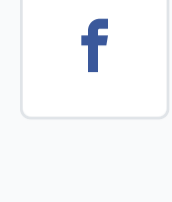
[Joanne Lockwood](#) empathically spoke at last week's "What's Next?" [RecFest](#) about inclusion by starting with a quote from Oprah "I see, you, I hear you, what you say matters" saying "unless I feel that to be true, I will never be included." People do not want to be tolerated, they want to be accepted and respected.

To build the sentiment inclusion and diversity as being broader than race, gender, sexual orientation, or disability, she asked very simple questions: "do the slides we use have enough info that a non-native English speaker can follow-along?" "Is there a way to participate in the talks on the other stages if you have difficulties walking stairs?" to make the point that it is very easy to exclude others. As in many cases, exclusion is unintentional and would be fairly simple to accommodate for needs with little effort. But [studies](#) show that those at the edges of common culture have a hard time raising their voice to draw attention to their needs; and if the fear of rejection is strong, will tend to "cover" even more, and thus making their voice even smaller.

We know that inclusive and diverse teams, where flow, challenge, and co-creation exist, bring the most [innovative solutions](#) because they force each other to see the world differently. Which is why, this week, we look at the beauty of inclusion and creating atmospheres where people can be their full true selves at work beyond the labels.

Because like Scott Adams of [Dilbert](#) fame says "Everybody is somebody else's weirdo."

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**The importance of confidence in your own journey**



**The Other F Word: Conversations About Failure: Episode 18: Karen Walrond on the Beauty of Being Different**

A lawyer - or a paralegal? An engineer or a draftsman? A photographer or an assistant? Subtle racism around what professions Karen Walrond, a Caribbean-American female could be. This led Karen on her journey as a confident misfit. She gives some great insights on how to follow your values and passions to uncover what you want to be: not necessarily what others expect you to be.

[itunes.apple.com](https://itunes.apple.com)

**Oprah Winfrey Harvard Commencement speech | Harvard Commencement 2013 - YouTube**



Oprah Winfrey, talk show host, and media entrepreneur manages expectations saying if you raise the bar and are constantly pushing yourself higher, you will at some point fail but not to despair: "in life, there is no such thing as failure, it is just life pointing us in a different direction." A fun, uplifting speech about what it is to learn and challenge ourselves to go beyond even one's own expectations of yourself.

[www.youtube.com](https://www.youtube.com)

**Importance of Inclusion at Work**



**Eight truths about diversity and inclusion at work | Deloitte Insights**

While most business leaders now believe having a diverse and inclusive culture is critical to performance, they don't always know how to achieve that goal. This article highlights eight powerful truths to address when working towards making work inclusive.

[www2.deloitte.com](https://www2.deloitte.com)

**Morgana Bailey: The danger of hiding who you are | TED Talk**



In front of an audience of her co-workers, Morgana Bailey reflects on what it means to fear the judgment of others, and how it makes us judge ourselves. She quotes a [2013 Deloitte study](#) that 61% of employees report they are "covering" on some personal dimension (appearance, affiliation, advocacy, association) to assimilate in their organization. A good insight on the stigmas, we also place on ourselves.

[www.ted.com](https://www.ted.com)



**Why Teams Should Argue**

Strong teams create space for diverse perspectives and healthy working relationships. Successful outcomes hinge on honest and constructive communication. But there are ways to make sure you "fight right" with respect. Not surprisingly, this does not include "DM trolling", talking in ALL-CAPS, or a long list of "cc'd" or "bcc" co-workers. Go figure.

[www.strategy-business.com](https://www.strategy-business.com)

**Leading by listening to different perspectives**



**Celeste Headlee: 10 ways to have a better conversation | TED Talk**

Celeste Headlee has worked as a radio host for decades, and she knows the ingredients of a great conversation: Honesty, brevity, clarity and a healthy amount of listening. In this insightful talk, she shares 10 useful rules for having better conversations. "Go out, talk to people, listen to people," she says. "And, most importantly, be prepared to be amazed."

[www.ted.com](https://www.ted.com)

**How to Manage an Insecure Employee**



Personally, I wasn't a huge fan of the title of this article but the truth is: how do we encourage, foster and manage an employee riddled with their own self-doubts on their competence and ability. Not a common topic: but important as we look to empowering behaviors and environments in which people can blossom.

[hbr.org](https://hbr.org)

**Inclusion in the future of work**



**Joy Buolamwini: How I'm fighting bias in algorithms | TED Talk**

Joy Buolamwini was working with facial analysis software when she noticed a problem: the software didn't detect her face - because the people who coded the algorithm hadn't taught it to identify a broad range of skin tones and facial structures. Now she's on a mission to fight bias in machine learning, a phenomenon she calls the "coded gaze," and even [sings about it](#). An important and timely call-to-action as machine-learning becomes ever more prevalent in our lives and in building our sense of reality in the world.


[www.ted.com](https://www.ted.com)

**Question of the week**

What was the best way that you experienced someone making you feel welcome and heard?

Last week I had a great time learning, absorbing and getting to know some great people at RecFest. This week it is back to buckling down. And perhaps enjoying a bit of the wonderful summer sunshine. Have a great week everyone!

Did you enjoy this issue? [Yes](#) [No](#)

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Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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