

## **Creating an Engaged and Diverse Culture Within Your Organization**

### **Description:**

Prior research on diversity has focused on fixing problems, such as eradicating discrimination and tokenism (Shore et al., 2009). Today, employees seek an inclusive culture characterized by a sense of belonging (Shore et al., 2011). Workplace diversity and inclusion has become an essential ingredient to help businesses not only thrive among competitors, but also to recruit and retain top talent. For many organizational leaders, the goal of implementing effective diversity initiatives remains elusive. This interactive session will help participants learn about and engage in a discussion of the elements that drive inclusiveness, as well as factors that create division and apathy. Attendees will learn valuable strategies to help them aid clients (and themselves) to increase awareness of and overcome biases and related fears.

The session will begin with a pop-quiz, testing and educating the participants with diversity related facts and demographics. We will define and get clarification on the differences between diversity and inclusion and then moves into a discussion of why diversity is such a hard topic for others to talk about and how it impacts employees, leaders, and their organizations.

We will examine and explore bias by introducing Brewer's optimal distinctiveness theory (Shore et al., 2011). We will define implicit bias and examine our belief systems using a cognitive approach developed by Albert Ellis (Ellis, 1991). We will then use that knowledge regarding our belief systems to discuss helping clients promote psychological safety and recognize impression management in teams (Edmondson, 1999).

In the final section, the concept of equity is introduced as a necessary element of moral leadership (Resick, Hargis, Shao, & Dust, 2013). Participants will use case studies to solidify learning. We will conclude with outlining ideas for driving inclusion initiatives within organizations and answers to the introductory questions.

### **Learning Objectives:**

1. Describe how diversity, equality, and inclusion differ from one another.
2. Name 2 barriers that hold employees back from revealing their true selves in the workplace.
3. Explain the role of management in leading the way to creating policies that utilize everyone's talents and provides opportunities for growth

### **How to Access:**

- At APA 2020 Portal
- Live Q/A Discussion on Fri. 8/7 at 2:00pm EDT over Zoom ([Click](#))

**Presenter:**



**Lisa White, PhD, MSW**

Lisa graduated from Jackson State University with a B.S in Psychology in 1992, and subsequently went on to get her Masters of Social Work in 1995 from University of Wisconsin-Milwaukee. She began her social work career initially counseling children and families. However, she was motivated to work within the health care industry. As a result, she acquired 20 years of experience most recently providing health coaching to customers of Highmark Blue Cross Blue Shield. In her role as a health coach, she has been a guide to numerous customers helping them identify steps toward living a healthier lifestyle. In 2008, she was admitted to Capella University's graduate school as a part-time student, and in December of 2017 she was awarded her Ph.D. in Industrial/Organizational Psychology. Her current objective is to utilize her coaching background and education to empower and build more effective business leaders. Lisa lives with her husband, daughter, and dog Jasmine. In her spare time, she enjoys biking, reading, and singing.