

Your inclusion mindset is most like other...

Advocates



Who you are

Tuned-in

As an Advocate, you are tuned in to how differently people experience the workplace. You see that the systems in place, while good-intentioned, can advantage some groups and disadvantage others.

Empathetic

What differentiates Advocates from other groups is your combined understanding of the business case for inclusion and a personal connection (we call this the “head and heart”). There are plenty of reports demonstrating the business imperative for DEI, but the deeper connection is what motivates you.

Fair

Your broader awareness of systemic inequity, combined with your sense of fair play, means that you know the workplace needs to adapt in order to fully leverage a more diverse and global workforce - for moral and ethical reasons as well as for the business.

Action Oriented

Advocates feel compelled toward action and you know that means you will have to engage in difficult conversations. Some of us are ready to step up and dive in to change the system. Others of us find ourselves shying away from uncomfortable dialogues although we are ready to make smaller, incremental change.

Areas for Growth

Are you keen to highlight where the workplace may not be fair and want to hold people accountable? **Remember that coming to this broader awareness was a process for you, and allow others the latitude to move through that process, as well.**

If you can bring others along in partnership, you will have more impact. The key is to encourage curiosity and not trigger backlash. As you build your advocacy for change, channel your own curiosity to learn about others’ experiences and empathize with their challenges.

Channel humility. While there may be times when you get it wrong, continue your willingness to take interpersonal risks in order to learn more about where and what change is needed.

Recommended Content

To Read



- What Kind of Ally are You?
- Addressing Resistance to Diversity, Equity & Inclusion
- How to have productive conversations about race at work

To Watch



- Three ways to be a Better Ally in the Workplace
- The Open Road: The Challenge of Meritocracy and DEI
- Unconscious Bias: Creating a Culture of Inclusion

To Study



- What Makes an Effective Ally?
- Introduction to Privilege
- Fierce Conversations Are Needed Today To Achieve Gender Parity