

The Four Fundamentals of Inclusive Leadership: The secret ingredients to turn people into inclusive leaders

Overview

An organization is only as inclusive as the people in it. As employers look to embed inclusion, diversity, equity, and accessibility (IDEA) into their DNA, a vital tool in the toolbox is inclusive leadership, ensuring that the leaders in their organization are acting inclusively, supporting the overall IDEA strategy. But what does it take to be an inclusive leader? And why aren't more leaders acting inclusively?

The Four Fundamentals of Inclusive Leadership focuses on understanding bias, cultural competence, empathy, and privilege, which leaders must comprehend to actively make their organization more inclusive. Leveraging the research for his book *Birds of All Feathers: Doing Diversity and Inclusion Right* and his extensive experience in inclusion, diversity, equity and accessibility, Michael Bach lays out the details of the four ingredients to help create inclusive leaders.

Learning Objectives

Participants will come away with a clear understanding of:

1. Bias, cultural competence, empathy and privilege.
2. A look at how *not* understanding these four things can become a barrier to acting inclusively.
3. Tips and tricks for starting on a journey of understanding bias, cultural competence, empathy and privilege to become actively more inclusive.

What People Are Saying

"As part of the team that support our DEI work, I have found the sessions to be excellent! Michael brought credibility and transparency, along with energy and passion (and humour!) that enabled strong engagement from participants."

Joseph Silva | Director, Strategies & Partnerships, Community and Health Services Department | The Regional Municipality of York

Target Audience

This program is ideal for any organization looking to take its IDEA journey to the next level, with a particular focus on its leadership. It is applicable for for-profit and non-profit audiences across any industry and appropriate for all potential attendees, with a particular focus on People Managers, HR professionals, and Leadership Teams.

Abbreviated bio

Michael Bach is internationally recognized as a thought leader and subject matter expert in the fields of inclusion, diversity, equity, and accessibility, with nearly 20 years of professional experience in the field. He is the former deputy Chief Diversity Officer for KPMG International and has spent the past 10 years working as a consultant with some of the world's largest employers. He is an engaging, entertaining, and informative keynote speaker and storyteller, bringing a vast knowledge of leading practices in a live setting to his work. He is the author of two award-winning and best-selling books: [Birds of All Feathers: Doing Diversity and Inclusion Right](#); and [Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work](#). Additionally, he speaks openly about his lived experience as a member of the LGBTQIA+ communities and as a person with a disability.

Educational Materials

Michael's presentations aim to be as paper-free as possible. A PDF of the presentation can be emailed to interested participants following the engagement.

AV Requirements (for in-person delivery)

- Lavalier Microphone and associated speakers, if room requires
- Screen (Large)
- Projector
- Presenter Confidence Monitor

This session can be offered virtually