



# Exploring Culturally Responsive Leadership

Florida Public Human Resources  
Association

2021 Conference

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# AGENDA

- Overview
- Personal Journey
- Links to Organizational Performance
- Ideas for Success



# Definition of Culturally Responsive

“Culturally responsive leaders understand the dimensions and impact of cultural constructs in society and continuously cultivate and revisit their own personal understanding of the impact of culture on their own identity and the ways in which it shapes their approach to their professional practice.”

# Definition of Workforce Diversity

**“Diversity in the workplace** means that a company employs a **wide range of diverse individuals with different characteristics.**

By implementing that mindset, your company will become a more inclusive place for people of **varying gender, age, religion, race, ethnicity, cultural background, sexual orientation, languages, education, abilities**, etc. Consequently, creating a more accepting culture has a strong positive effect on individuals and connects everyone in your company.”

# Elements of Diversity

- Age
- Gender
- Ethnicity
- Race
- Physical ability
- Sexual orientation
- Physical characteristics
- Income
- Education
- Marital status
- Religious beliefs
- Geographic location
- Parental status
- Personality type

If we could shrink the earth's population to a village of precisely 100 people, with all the existing human ratios remaining the same, it would look like this:

- 61 Asians
- 12 Europeans
- 14 from the Western Hemisphere
- 13 Africans
- 50 would be female
- 74 would be nonwhite
- 26 would be white
- 67 would be non-Christian
- 33 would be Christian
- 89 would be heterosexual
- 11 would be homosexual
- 6 people would possess 59% of the world's wealth and all 6 would be from the U.S.
- 80 would live in a substandard housing
- 14 would be unable to read
- 33 would die of famine
- 1 would be near death
- I would be near birth
- 7 would have a college education

# Diversity Statistics

- Racially and ethnically diverse companies outperform industry norms by 35% (McKinsey)
- 67% of job seekers believe a diverse workforce is important (Glassdoor)
- 57% of employees think their companies should be more diverse (Glassdoor)

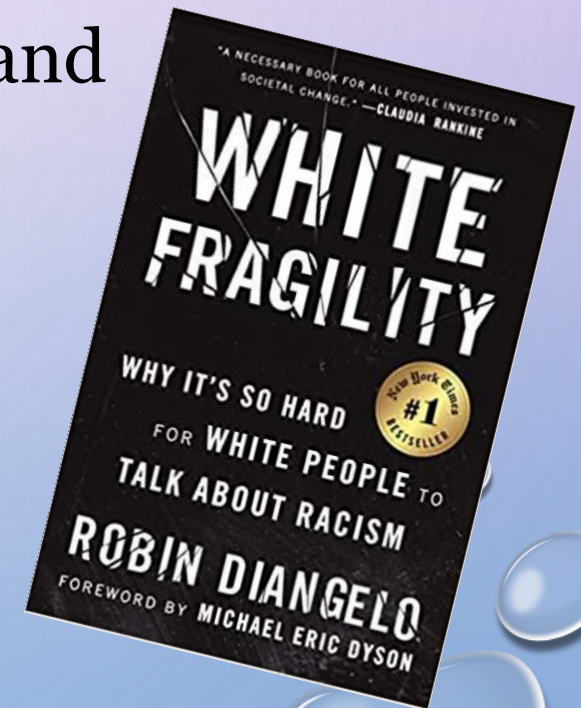
Diversity can no longer just be about making the numbers, but rather how an organization treats its people authentically down to the roots of its core values.





# My Personal Journey

- Leadership Florida – Education Class IV
- “Reflect on personal beliefs, biases, assumptions, and behaviors”
- Learn, learn, learn more.....



# Benefits of Diversity and Culturally Responsive Organizations

- Improve work culture
- Improves employee morale
- Easier recruitment of employees
- Increases creativity
- Decreased interpersonal conflict among employees
- Increases productivity
- Maximizes brand identity



# Consequences of Ignoring Diversity

- Ignoring diversity issues costs time, money, and efficiency
- Some of the consequences can include:
  - Unhealthy tensions between diverse employees
  - Loss of productivity because of increased conflict
  - Inability to attract and retain talented people of all kinds
  - Complaints and legal actions
  - Inability to retain women and people of color, resulting in lost investments in recruitment and training

# Establish A Sense Of Belonging For Everyone

- Sense of belonging is the first step
- Psychological need
- The journey is not always linear
- It is not a one-size-fits-all approach



# Empathetic Leadership is Key

- It is not a single initiative owned by HR
- Every leader needs to buy in
- Leaders must tune in to their empathy



# A Top Down Approach Isn't Enough

- Top-down approaches drive compliance, not commitment
- Each individual must see and understand their role in the company culture

# Quotes Don't Automate Inclusion

- Diversity does not create inclusion
- Review the end-to-end employee experience
- Adapt processes to scale diverse and inclusive behaviors
- Understand how your teams work best

# Maximize Joy and Connection, Minimize Fear


- People are wired differently
- Fear creates a narrowing perspective
- Frame challenges through a lens of possibility







# Forget 'Fit' and Focus on Helping Individuals Thrive

- Create a culture where everyone can contribute
  - Investigate systems and processes to uncover blind spots
  - Fit can exclude, rather than include
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# Consider Your Brand

- Brand and culture are intimately connected
- What is your brand saying about your culture?
- What experiences are being left out or misunderstood?

# Managing Diversity

- Commit to boosting your own cultural competency
- Develop, maintain and implement ongoing training
- Encourage change
- Be aware of personal biases
- Create dialogues
- Promote a safe place to communicate
- Constructive critical feedback for learning





**Thank you!**

**Any Questions?**