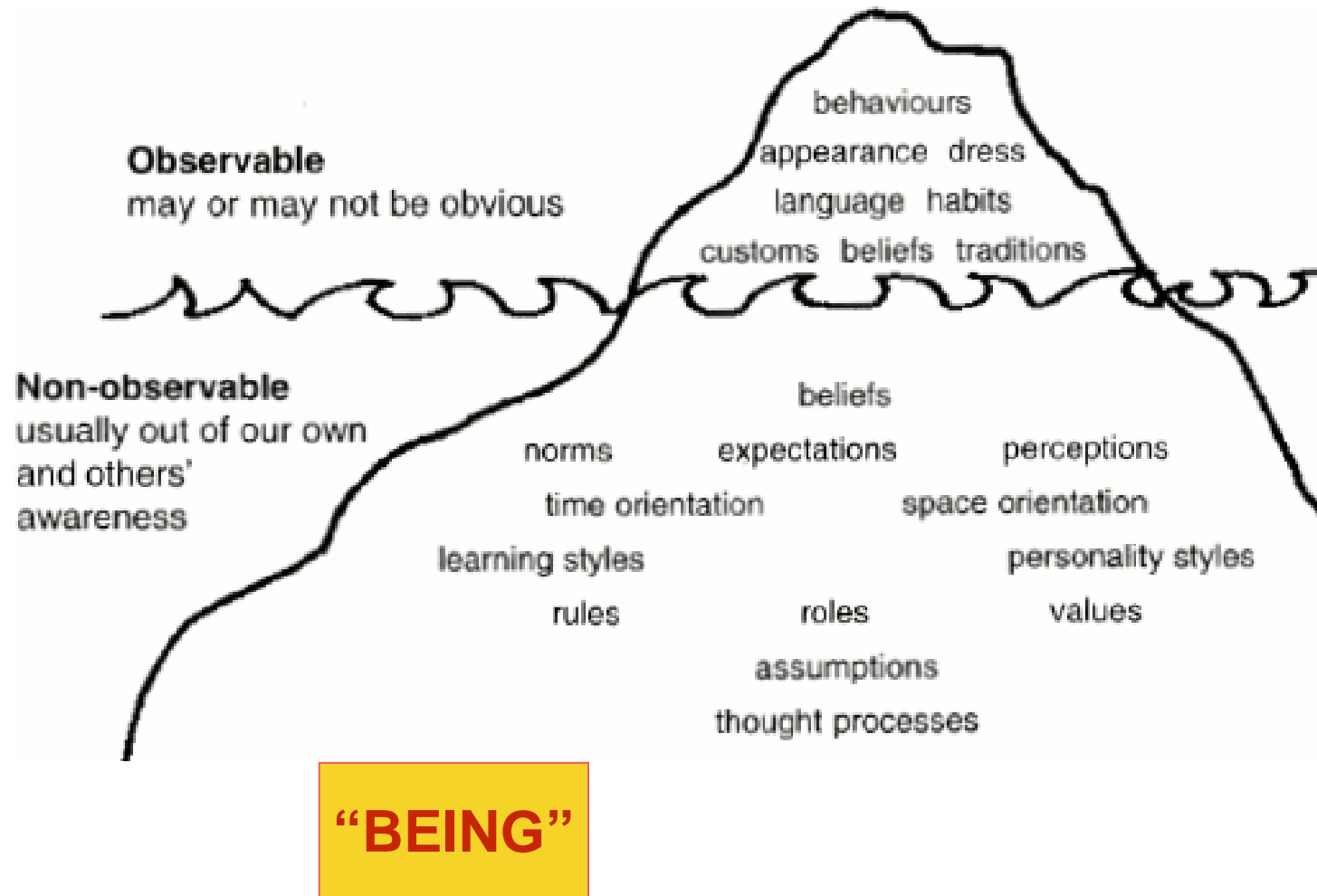


At the core of diversity leadership

Prof. Dr. Ella Roininen | 2018

1. Approaches to understanding diversity and difference
2. Analytical framework for diversity and inclusion
3. Practical example
4. Q&A

Approach 1: Socially and culturally programmed behaviour



Approach 2: Intersecting identities and social positions

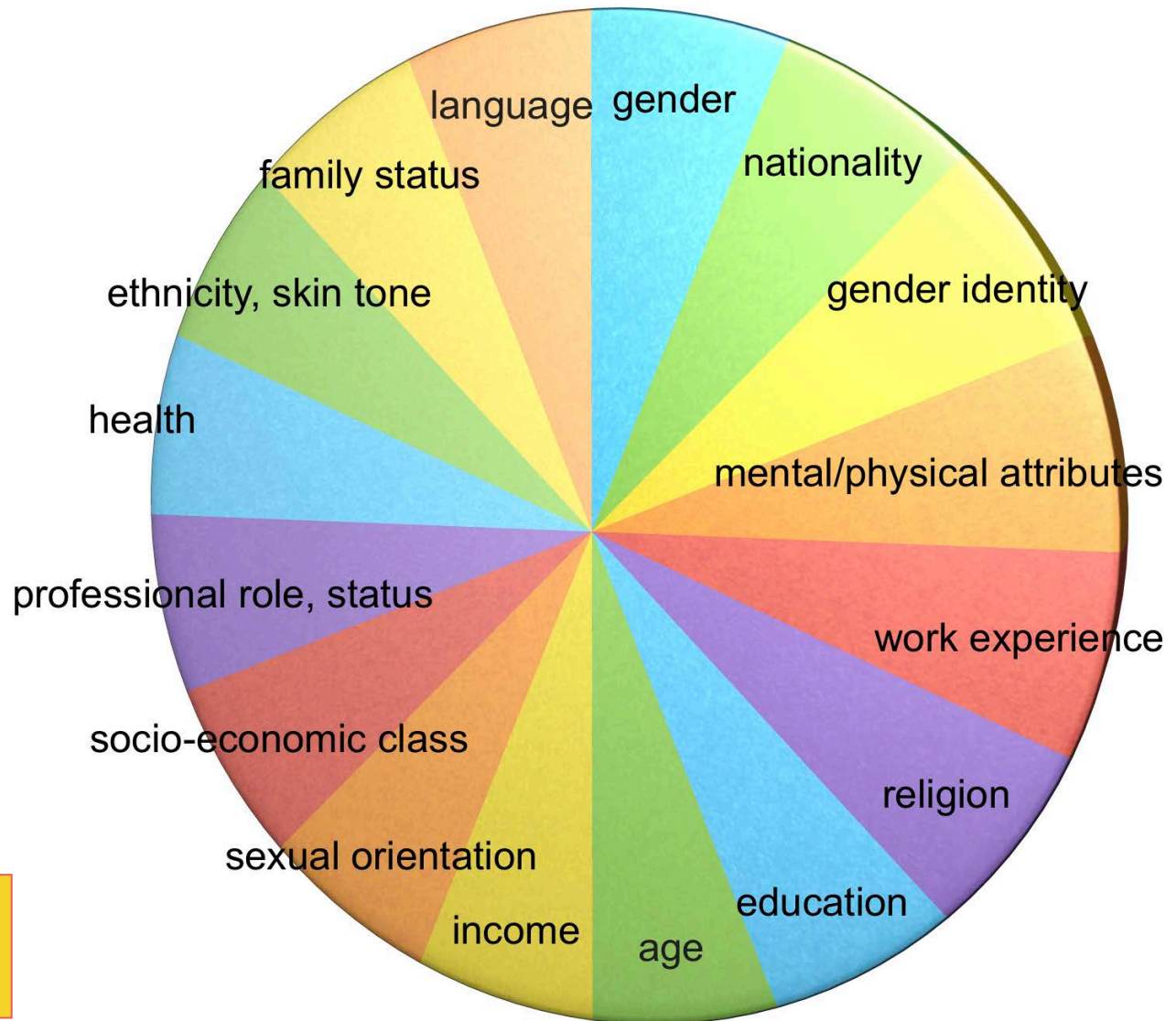
Identity:

How I experience myself based on *my beliefs* of my different attributes

Social position:

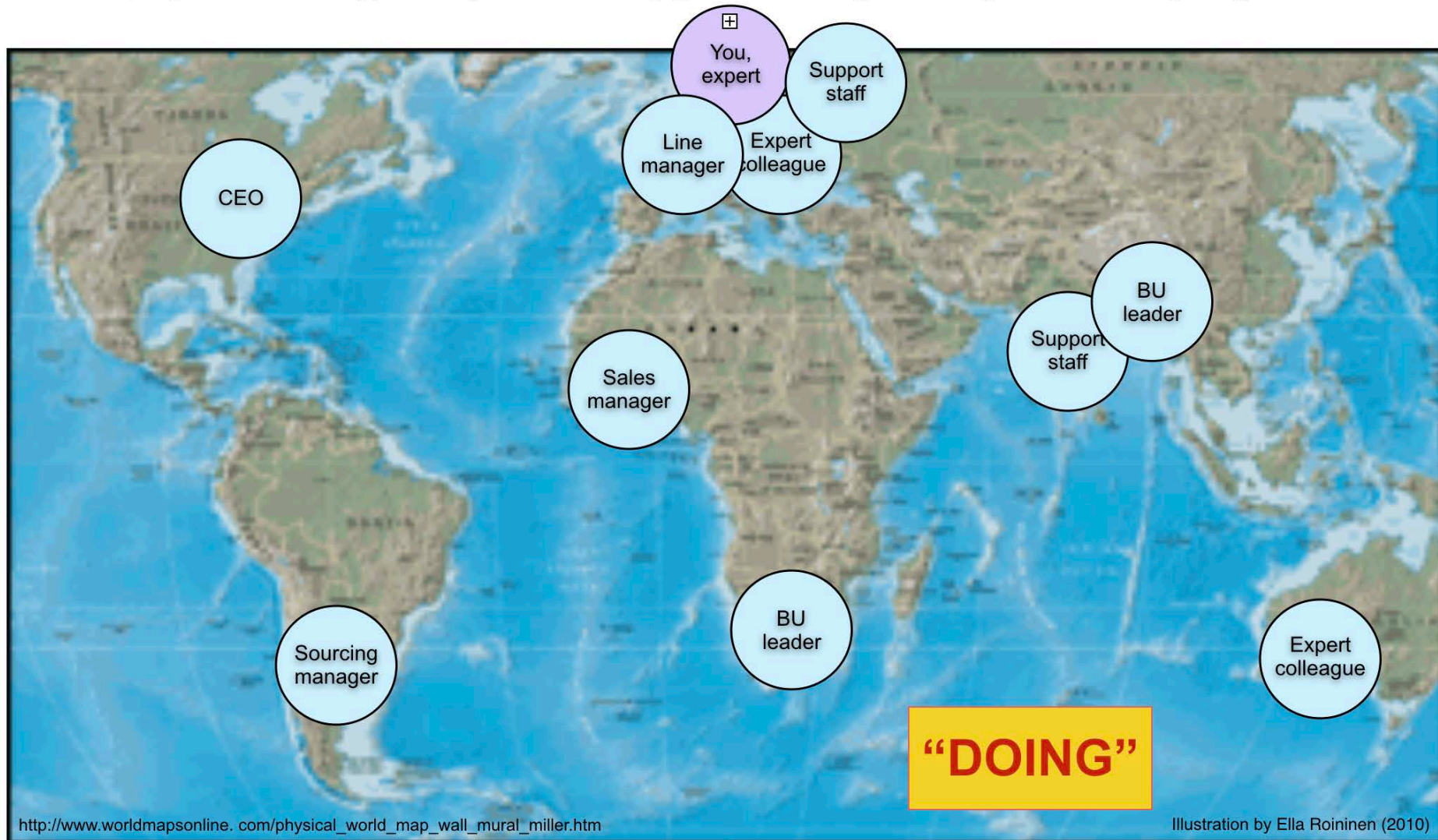
My experiences in society based on *its beliefs* of those attributes

“DOING”



Approach 3: Power dynamics of a global organisation

Besides being a collation of country and business units, functions and people, a global organisation is field of play for historically, socially and culturally given meanings of everyone and everything.



Approach 4: Society's discriminative structures

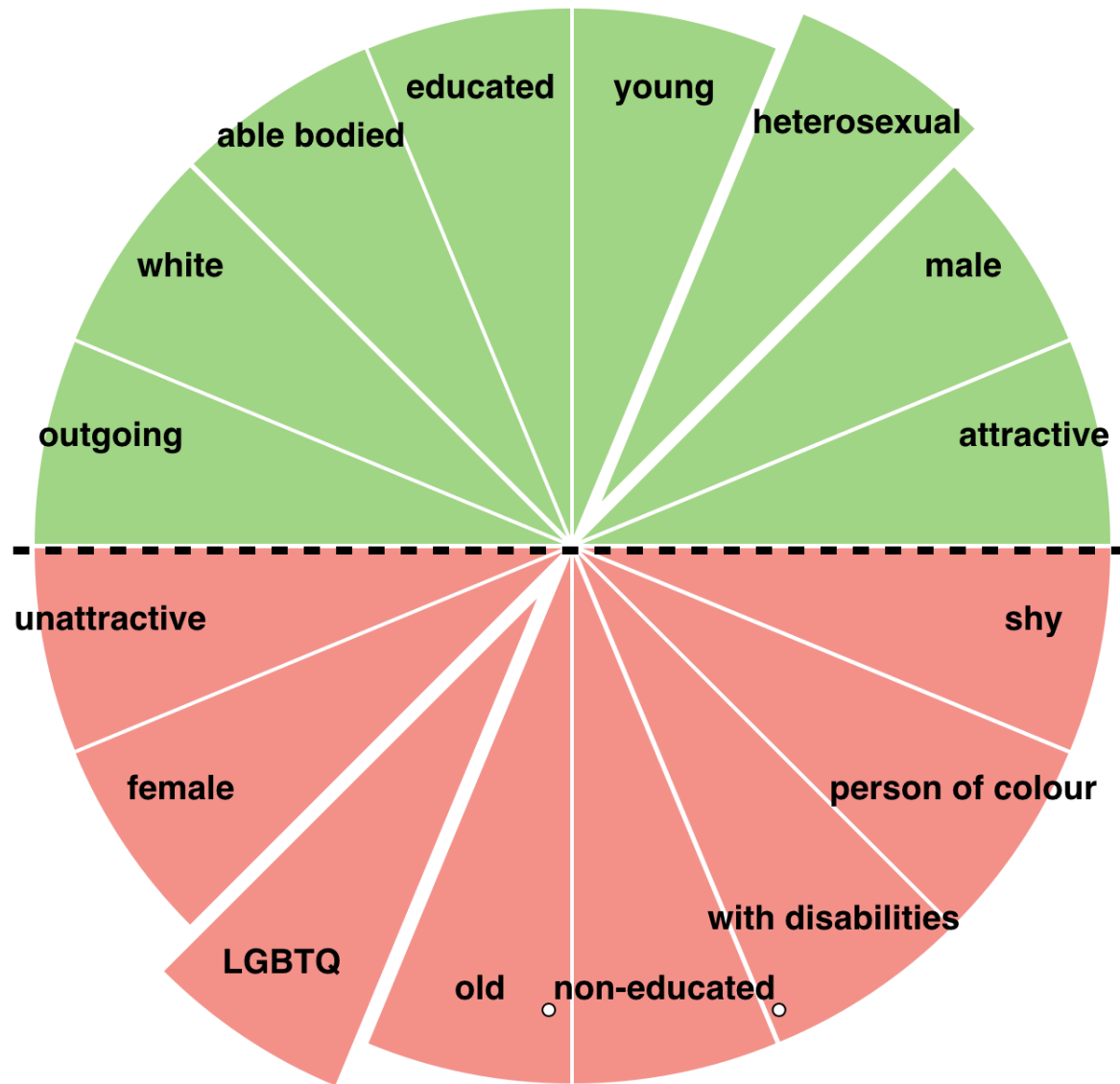


“THE SETTING”

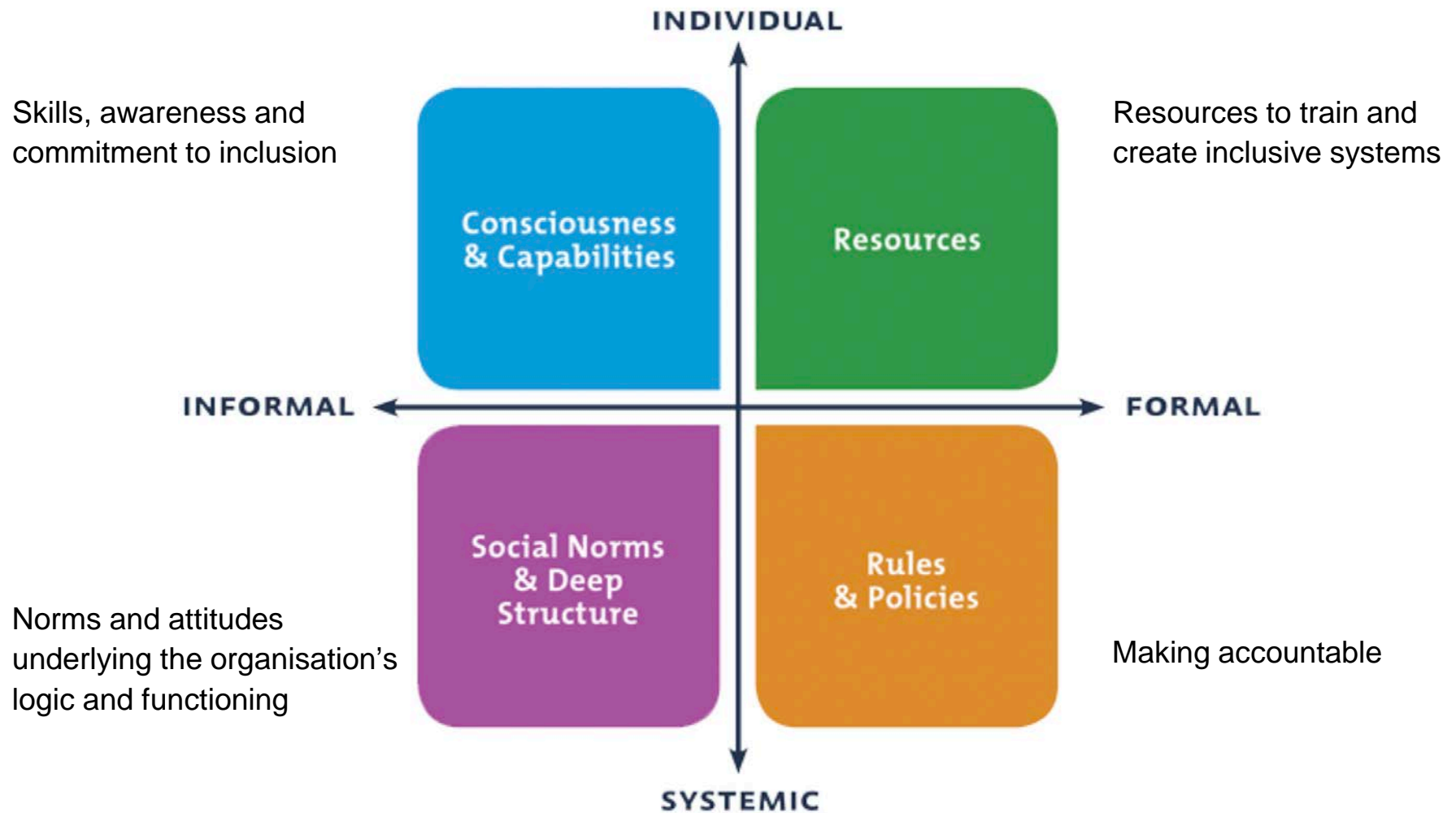
Binaries

Groups above the line tend to fit the organisational norm and enjoy advantages, that groups below the line don't have.

The advantages are often invisible to those who have them.

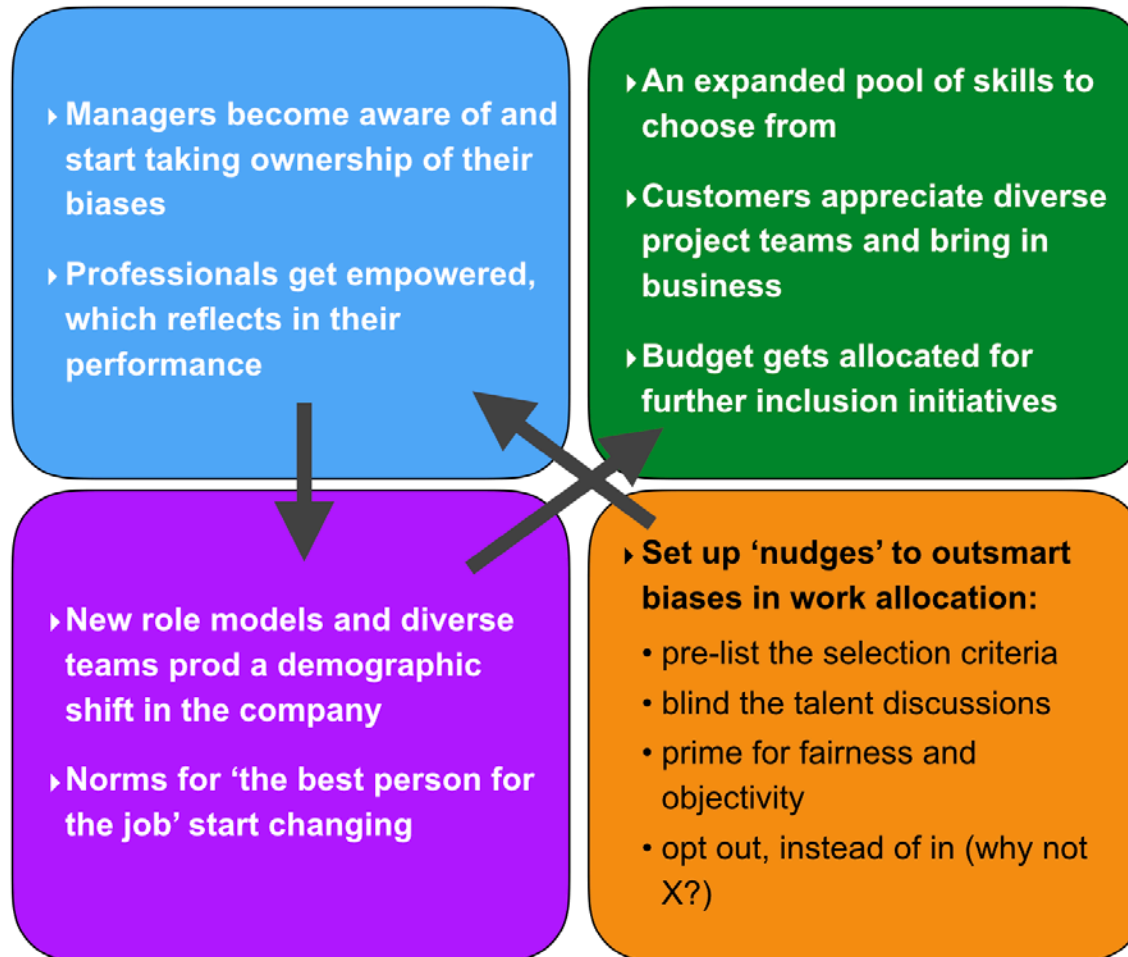


Analytical framework for diversity and inclusion



Prodding change by mitigating affinity and confirmation biases

- Problem: Managers assign stretch work to professionals in their peer group
- Consequence: This may embark the peers on an escalating career progress, leaving others behind



Thank you!

Q&A