



**Rhodes Perry, MPA**





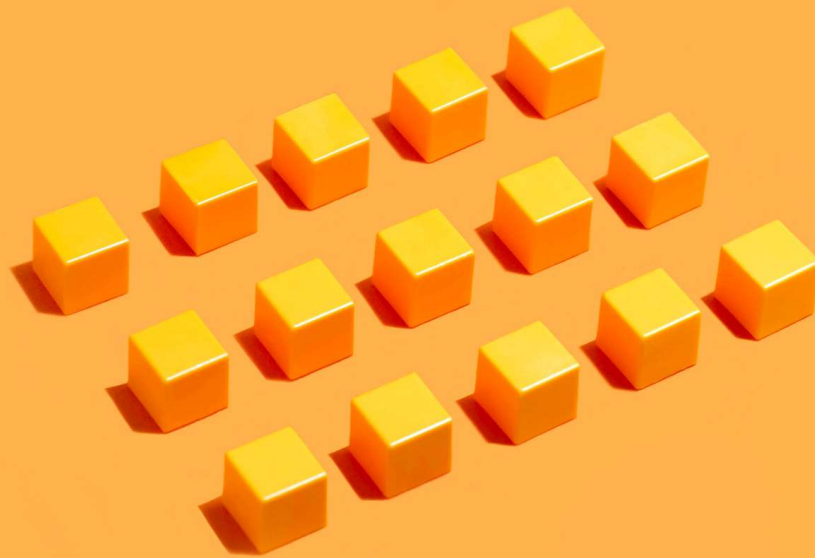


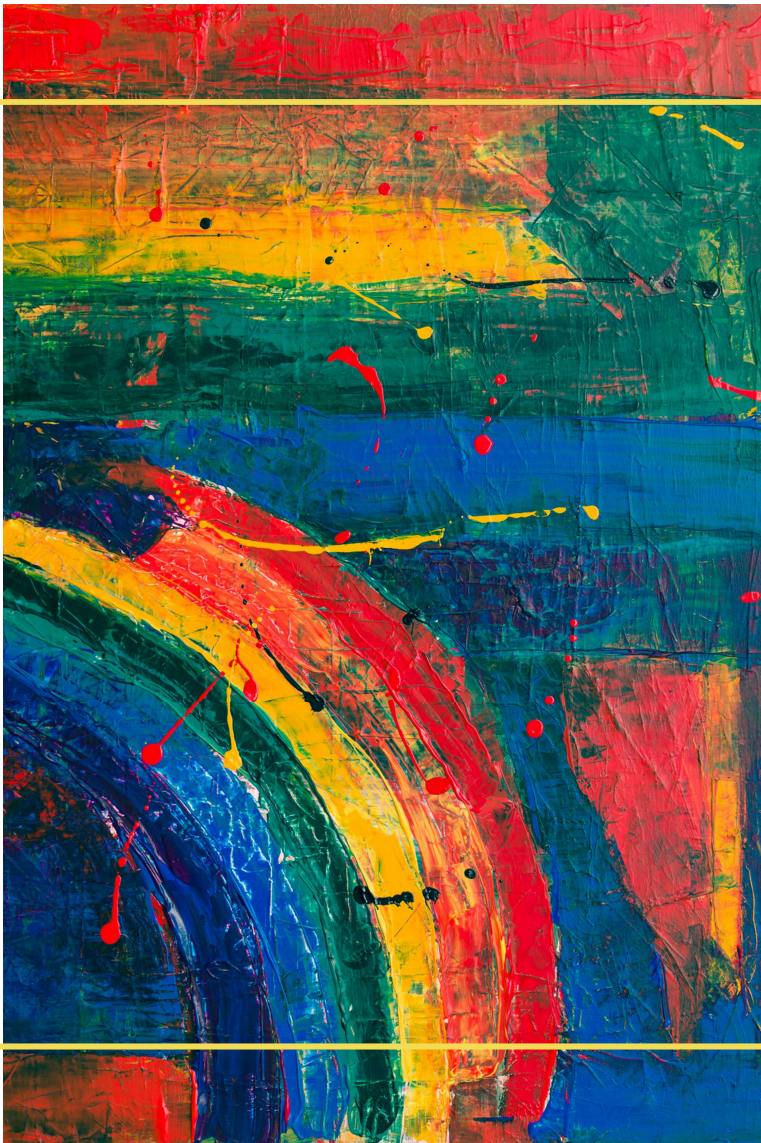
Psychological Safety is  
"a shared belief held by  
members of a team that  
the team is safe for  
interpersonal risk  
taking."

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Amy C. Edmonson, Professor of Leadership at Harvard Business School, Bestselling Author, and best known for her research on psychological safety.







**“From the moment you were born, you were gifted with creative potential: AND, the moment you begin to express it, sparks the beginning of your ability to change the world.”**





Abandon the  
**GOLDEN RULE**



Embrace the  
**PLATINUM RULE**





**“Loss aversion occurs when people would rather avoid losing money than making more. The cognitive impact of losing something is thought to be twice as powerful as the pleasure of gaining something. In the context of building belonging at work - loss aversion arises when some of the most resistant leaders are fearful that in doing so they will lose their power and status.”**



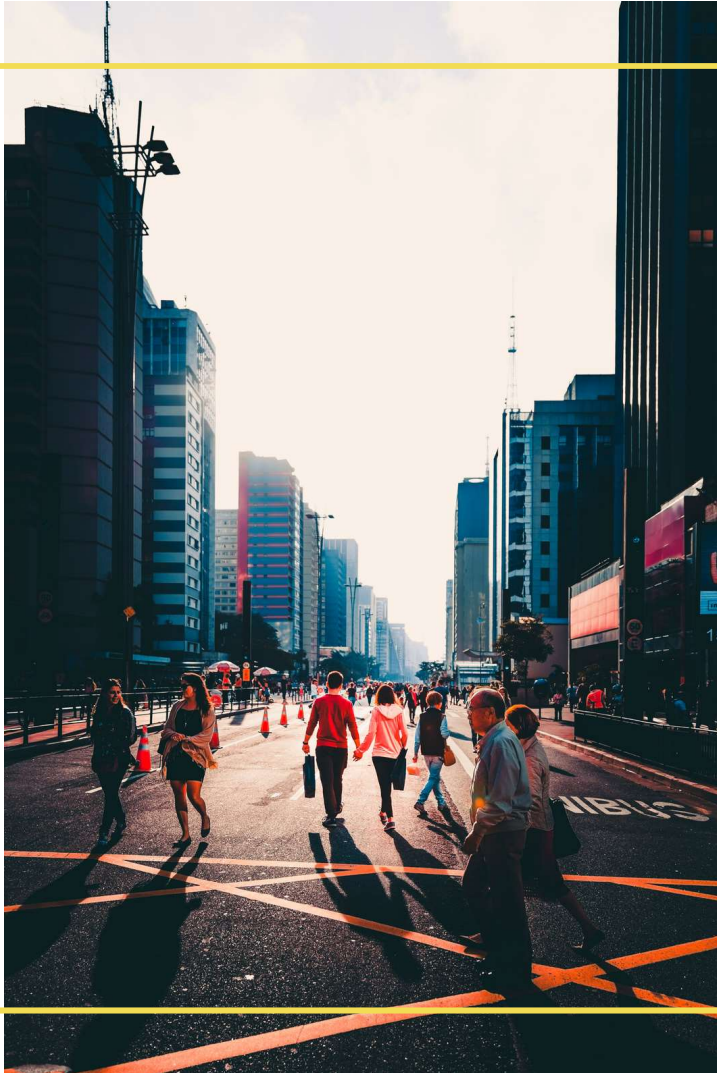
## **GROWTH MINDSET** Is enough.

We can all have enough in the workplace when we promote a cooperative environment that gives each person what they need so that they can do their best work.



## **SCARCITY MINDSET** Is limiting.

We are confined by the belief that we have unlimited human wants in a world with limited resources. This belief causes us to hoard resources, credit, and power at work.



**“Sonder is the realization that each random person you pass is living a life as vivid and complex as your own...AND this rich inner world is 100% invisible to us.”**





Apple's former VP of D&I  
**Denise Young Smith**

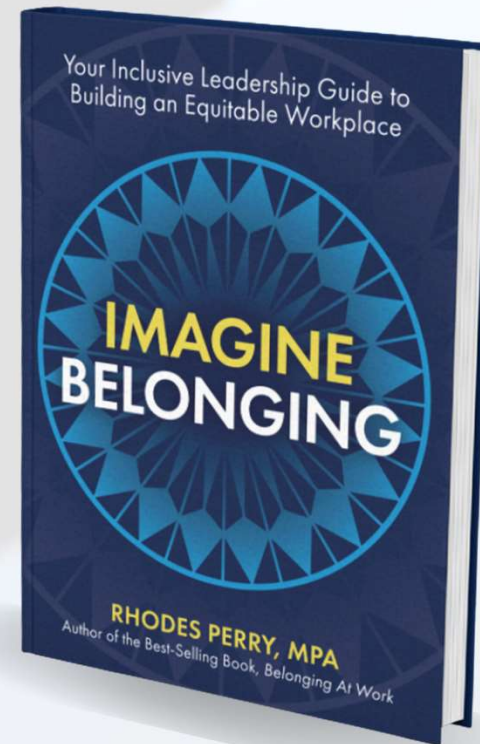
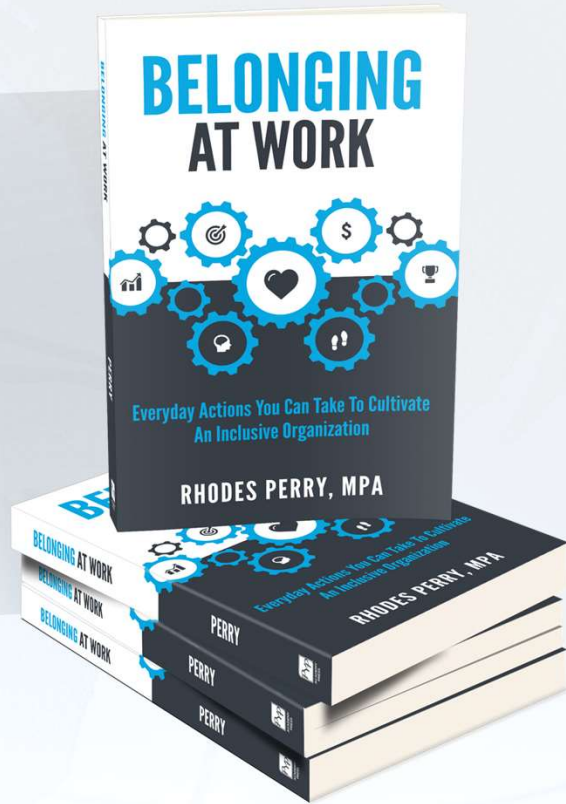
"I've been Black and a woman for a long time. I have been a first, I've been an only. When I was at the [Black Enterprise Women of Power Summit] there were numbers and numbers of Black women together—successful, astonishing Black women—and we were sharing stories and every single one of us could share the same stories about being in a room, in a meeting, and someone would assume you were the assistant, the secretary, that you were not the manager, you were not the boss, and that your staff person that was three levels below you, was your boss. We all shared those stories.... You asked me about my work at Apple (or in particular) who do I focus on? I focus on everyone. Diversity is the human experience."

- TechCrunch

Figure 1. The six signature traits of an inclusive leader







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#BELONGINGMOVEMENT