



# Diversity Moment

Annual Meeting May 6, 2024

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We All  
**LEAD**



**LISTENING**

We listen to hear every voice.



**EMPATHY**

We empathize to connect and belong.



**ALLYSHIP**

We are all allies to one another.



**DEVELOPMENT**

We develop ourselves and each other.

## Emotional Intelligence (EQ)

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EQ is about relationships.



## VUCA world

Volatility, Uncertainty,  
Complexity and  
Ambiguity

“In a VUCA world, emotional intelligence is crucial for building strong relationships, managing stress, and navigating change.”

- Ron McIntyre, Leadership Anthropologist



“Our relationships are a source of healing and well-being hiding in plain sight – one that can help us live healthier, more fulfilled, and more productive lives.”

– Dr. Vivek Murthy, U.S. Surgeon General

# The Social Awareness Iceberg



An iceberg floating in the ocean. The tip of the iceberg is visible above the water surface, while the much larger, jagged base is submerged below. The sky is blue with light clouds, and the water is a deep blue. The iceberg is white and textured, showing various ridges and peaks.

# Impact of Dimensions of Diversity

Are you seeing the whole picture?

- Age
- Ethnicity
- Skin color
- Gender
- Visible disabilities

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- Religion
- Nationality
- Sexual orientation
- Wealth



# Impact of Dimensions of Diversity

Are you seeing the whole picture?

Be sensitive to understand you may not know what is below the surface.



- Age
- Ethnicity
- Skin color
- Gender
- Visible disabilities
- Religion
- Nationality
- Sexual orientation
- Wealth
- Culture
- Education
- Family status
- Lived experiences
- Non-visible disabilities
- Neurodiversity
- Personality
- Values

# The Social Awareness Iceberg

Are you seeing the whole picture?

How can you better connect and unlock trust or greater potential?

**Ask ... How are you?**

When I belong, I feel ... I think ...



Thank you