Concise guide: Demonstrating inclusive leadership

Inclusive leadership is a daily practice that creates environments where everyone feels respected, valued, and empowered. At Ashurst Perkins Coie, six signature traits define inclusive leaders:

1. Commitment

- Prioritize diversity and inclusion, even when challenging.
- Support initiatives, advocate for fair representation, and consistently champion opportunities for all.

2. Courage

- Challenge the status quo and address bias or exclusion.
- Initiate difficult conversations, acknowledge mistakes, and use them as growth opportunities.

3. Cognizance of bias

- Recognize personal and systemic biases.
- Reflect on assumptions and address how bias influences decisions and group dynamics to foster fairness.

4. Curiosity

- Seek out diverse perspectives and experiences.
- Ask thoughtful questions, organize events, and engage with new ideas to deepen understanding and break down barriers.

5. Cultural intelligence

- Adapt to and respect different cultural contexts.
- Participate in multicultural activities, observe how culture affects collaboration, and honor unfamiliar customs.

6. Collaboration

- Empower others and value differences.
- Facilitate inclusive discussions, ensure all voices are heard, and recognize each person's unique strengths to build belonging.

Reference: Deloitte Insights (2020). Six signature traits of inclusive leadership