

Values-Based Leadership and the Importance of DEI Buy-In

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As an executable concept, the push for diversity, equity and inclusion initiatives is maturing.

Not too long ago, DEI initiatives were on the upswing, with governmental mandates forcing companies to adopt policies relating to hiring and employment, and companies filling specially-created DEI-centric positions and staffing entire departments in furtherance of the cause.

But the technology industry has faced a major contraction in the last year. Layoffs have hit tech giant after tech giant, and the sudden collapse of some key banks in the venture capital space, as well as ongoing market uncertainty, means businesses across all sectors are now making cuts and tightening their belts. Unfortunately, the cost-cutting these companies enact often strike DEI hiring and employment initiatives first.

It's easy to have DEI initiatives when the world is going well, but what about when things are rough?

People follow great ideas on their own. Conversely, they'll discard mandates when not forced to follow them. This means that DEI initiatives might not be so lasting when the foundation of their existence is built with compliance to set rules.

If you want to create a DEI-cognizant culture with a lasting impact, the answer lies not with mandates and compliance, but instead with the hearts and minds of leaders who believe wholeheartedly in the importance of diversity, equity and inclusion!

From "[For Businesses, Diversity Mandates Are The Wrong Approach to Diversity](#)":

The most important feature among organizations enjoying real diversity and inclusion isn't the presence of diversity mandates. It's also not necessarily whether or not they've employed diversity training programs. Educating employees, managers and leaders about diversity and inclusion are certainly important. But the real magic occurs when these organizations have inclusive leadership. When such leadership exists, feelings of inclusion among employees increase by 70% on average. Team performance also increases 17% while decision-making quality receives a 120% boost. Ultimately, it's the presence of inclusive leadership that determines whether a true diversity and inclusion culture exists.

When it comes to lasting impact, mandates and forced compliance will never have the same lasting effect as a values-based leadership that's all-in on DEI concepts. So shape the leadership!