

大成 DENTONS

CPD Bootcamp 2019

Inclusion & Diversity

The Innovation Equation



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PANELISTS



Bindu Cudjoe
**Senior Vice President,
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Canadian Western Bank



Gillian Akai
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General Counsel**
Postmedia Network Inc.



Deepshikha Dutt
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Chris Pinnington
**Canada Chair & CEO, Nextlaw
In-House Solutions**
Dentons

Di•ver•si•ty

- The condition of having or being composed of different elements

In•clude / In•clu•sion

- To take in or comprise as a part of a whole or group
- The act of including : the state of being included



**Diversity is about counting people.
Inclusion is about making people count.**



More diverse & inclusive organizations perform better.

- Better understand their target audiences
- Better at retaining talent
- More productive
- More creative thinkers and better innovators
- Exhibit enhanced decision-making
- Manage risk better
- Better reputations
- Better financial performance – more profitable and greater value creation





Optimal team performance



Google's Aristotle Project

- Psychological safety
- Conversational turn-taking
- Ostentatious listening



Collective Intelligence (MIT/Carnegie-Mellon)

- Average social sensitivity of the group
- Conversations not dominated by a few group members
- Percentage of women



Women tend to score higher on social sensitivity

Anita Williams Woolley, Christopher F. Chabris, Alex Pentland, Nada Hashmi, Thomas W. Malone, *Evidence for a Collective Intelligence Factor in the Performance of Human Groups*, *Science*, (29 Oct 2010: Vol. 330, Issue 6004, pp. 686-688)



Questions

