

**SOCIETY OF ST. VINCENT DE PAUL  
NATIONAL COUNCIL  
ANNUAL NATIONAL FORMATION ~ ANF 2023**



**HOW SERVANT-LEADERSHIP INFORMS  
DIVERSITY, EQUITY & INCLUSION  
WORKSHOP**

**BY: O. ELLIS & G. KELLY**

**10-JUN-2023**





# CONTENTS



- **WHAT IS SERVANT-LEADERSHIP**
- **WHAT IS DIVERSITY, EQUITY & INCLUSION**
- **BUILDING LEADERS WHO MAKE A BETTER WORLD**
- **NEXT STEPS.....EFFECT THE CHANGE**

# What is SERVANT-LEADERSHIP?



- Modern Society is experiencing a **rapid shift** in many businesses and not-for-profit organizations away from the more **traditional autocratic** and **hierarchical models** of leadership and toward **servant leadership** as a way of being in relationship with their business stakeholders.
- **Servant leadership** is a managerial approach that involves leaders **prioritizing their team's progress and well-being ahead of their own**.
- Servant leadership is demonstrated by **empowering** and **developing people**; by **expressing humility, authenticity, interpersonal acceptance**, and **stewardship**; and by **providing direction**.

# What is SERVANT-LEADERSHIP?



- The words ***servant*** and ***leader*** are usually thought of as being ***opposites***. In deliberately bringing those words together in a meaningful way, Robert Greenleaf gave birth to the ***paradoxical term servant leadership***.
- The servant-leader is ***servant first***. It begins with the natural feeling that one wants to serve. Then conscious choice brings one to ***aspire to lead***.
- ***Servant-Leader Founder Robert Greenleaf*** (*Greenleaf, 1977/2002, p. 27*) poses the following:
  - “Do those served grow as persons?”
  - Do they, while being served, become wiser, freer, more autonomous, more likely themselves to become servants?
  - And what is the effect on the least privileged in society, will it benefit, or, at least, not be further deprived?”



# What is DIVERSITY, EQUITY & INCLUSION (DEI)



D

**Diversity** is defined as including people that have a range of different qualities in a group:

- ✓ Culture
- ✓ Gender
- ✓ Age
- ✓ Education levels
- ✓ Sexual orientation
- ✓ Disability status
- ✓ Race
- ✓ Ethnicity
- ✓ Cognition
- ✓ Socioeconomic background

E

**Equity** refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.

I

**Inclusion** emphasizes the behaviors and social norms that ensure that all people (*regardless of identity*) are able to fully participate, are valued, and feel welcome. Researcher Peter Downs' seven pillars of inclusion:

1. Access
2. Attitude
3. Choice
4. Partnerships
5. Communication
6. Policy
7. Opportunities



# What is DIVERSITY, EQUITY & INCLUSION (DEI)



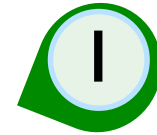
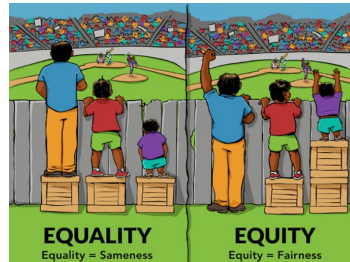
*Diversity* is being asked to the party. *Inclusion* is being asked to dance. *Equity* is about the right fit and ensuring everyone gets dance shoes that fit them in their specific size.



**Diversity** embodies acceptance, respect, and understanding that each individual is uniquely different.



**Equity** refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes.



**Inclusion** is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of minority groups.



# BUILDING LEADERS WHO MAKE A BETTER WORLD



## CELEBRATING OUR CANADIAN MULTICULTURALISM

- 👤 Canada is one of the world's most diverse countries with over **250 ethnic origins** and **immigrants** representing **almost 25% of population**, highest proportion among G8 countries.
- 👤 Canada was the **first country** in the world to enact an official **Multiculturalism Policy 1971**, followed by a **Multiculturalism Act 1988** which preserves the cultural freedom of all individuals and provides recognition of cultural contributions of diverse ethnic groups to our Canadian society.
- 👤 Our Canadian Multicultural Society encourages **Servant-Leadership** which will inform our **Diversity, Equity & Inclusion Policies and Practices**.





# BUILDING LEADERS WHO MAKE A BETTER WORLD



## SERVANT-LEADERSHIP PRACTICES INFORMS D.E.I. AND ENCOURAGES CATHOLIC SOCIAL TEACHINGS

- Living in such a diverse country with *over 250 ethnic origins* has provided the *livable experiences/platform* which promotes **Servant-Leadership** that informs our Diversity, Equity & Inclusion practices and policies.
- The importance of **Diversity** is highlighted in the bedrock principle of our Catholic Social Teaching, **The Principle of Human Dignity** - "Every human being is created in the image of God and redeemed by Jesus Christ, and therefore is invaluable and worthy of respect as a member of the human family."
- The act of **Inclusion** in society is also echoed in **The Principle of Participation** - "We believe people have a right and a duty to participate in society, seeking together the common good and well-being of all, especially the poor and vulnerable."



# BUILDING LEADERS WHO MAKE A BETTER WORLD



## Seven Key Values of Servant Leadership

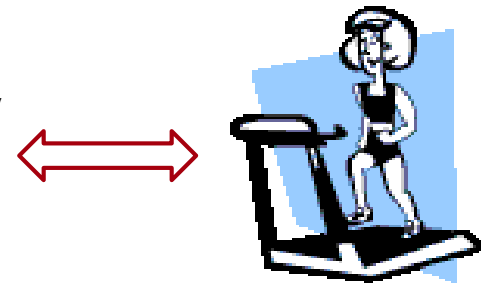
1. *Honor Others (Before Yourself)*
2. *Inspire Vision (Before Setting The Course)*
3. *Choose Ethics (Before Profit)*
4. *Empower Others (Before Personal Gain)*
5. *Privilege People (Before Tasks)*
6. *Balance Focus With Flexibility (Before Making Decisions)*
7. *Serve With Humility (Before All Else)*

Apply these values in **word** and in **deed** — this will exponentially multiply your **effectiveness as a Servant-leader**.

**Study** them. **Practice** them. Make them a **lifestyle**. **Teach** them to others. Then see the **remarkable results**.

## SERVANT-LEADER PRINCIPLES

1. Encourage diversity of thought.
2. Create a culture of trust.
3. Have an unselfish mindset.
4. Foster leadership in others.



# BUILDING LEADERS WHO MAKE A BETTER WORLD



## SERVANT-LEADERSHIP - "Ten Characteristics of Effective, Caring Leaders"

1. **Listening** - Effective servant leaders don't just speak but listen to their team. They give ample opportunity for all members to be heard, and then, listen carefully to what is being said and potentially what is not being said.
2. **Empathy** - Effective servant leaders care about their team on a personal level. They understand that when their team feels happy and fulfilled in their personal lives, it contributes to success in their professional lives.
3. **Healing** - Effective servant leaders understand the importance of fixing problems before moving on to new goals/projects.
4. **Self-awareness** - Effective servant leaders are aware of themselves and their teams. Self-awareness is the ability to look at yourself, think deeply about your emotions and behavior and consider how they affect the people around you.
5. **Persuasion** - Effective servant leaders guide and persuade team members.



# BUILDING LEADERS WHO MAKE A BETTER WORLD



## SERVANT-LEADERSHIP - "Ten Characteristics of Effective, Caring Leaders"

6. **Conceptualization** - Effective servant leaders can think beyond small tasks and communicate larger goals and why they are important to their teams.
7. **Foresight** - Effective servant leaders understand the importance of learning from past mistakes and successes and using lessons learned to productively evaluate present decisions.
8. **Stewardship** - Effective servant leaders acknowledge and understand the importance of their responsibilities. They protect and uphold the trust and confidence given them in their role and communicate this to their team.
9. **Commitment to growth** - Effective servant leaders motivate their teams to grow. They are committed to helping their teams develop professionally.
10. **Building community** - Effective servant leaders encourage collaboration and engagement. They value the opinions of everyone on their team and encourage them to share those opinions.





# NEXT STEPS .....EFFECT THE CHANGE



## Why DEI in Top Leadership is Important:

- Perfect diversity is one thing – the distribution of that diversity is another thing altogether.
- Despite growing conversation around DEI, there just isn't enough diversity in top-level leadership.



## Lack of Diversity in Top Leadership



- Your leadership sets the tone.
- Your employees want to feel included.
- Your bottom line is at stake.

- You need to act to make a real difference.
- Establish clear attainable DEI goals.
- Define actionable items to reach your DEI goals.



## DEI in Top Leadership: Action Items







**‘THANK YOU’**  
*Workshop Participants*