Inclusive Leadership: Your role in Creating Cultures of Belonging Where Everyone Can Thrive

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Diversity is best friends with Inclusion and Equity sitting around the campfire hatching plans together. You cannot have one and not the other. Diversity, Equity, and Inclusion (DEI) drive creativity and innovation and together they can take on the world’s most challenging problems. The global health crisis brought on by COVID-19 has taken a significant amount of lives swiftly. It unveiled issues surrounding the climate and long-standing systemic health and social inequities with people of racial and ethnic minority groups in a graphic way. The wealth gap in the US is a major contributor to the health inequity and economic disparity for marginalized people, specifically, black, indigenous, and people of color (BIPOC), who have suffered more than any other group. The COVID-19 crisis became the catalyst for the black lives and black minds matter movement that unequivocally revealed that health inequity and economic disparity is related to the education achievement gap for BIPOC people. Our education system is plagued by systemic racism and inequity which present structural and cultural barriers within institutions that impact student success and retention. In STEM disciplines these barriers contribute to the “leaky” pipeline with fewer degrees conferred to URMs. URM comprises 29.4% of the US population and of that only 13.3% are comprised of scientists and engineers. The COVID crisis has confronted companies with the reality that a diverse and inclusive workforce is critical for business recovery, resilience, and reimagination. There has never been a more important time than now where solving this challenge is of paramount importance to improve health outcomes and eliminate disparities that affect low socioeconomic communities and marginalized populations. How do we create spaces and a culture that fosters an environment where there is a sense of belonging? Where do we begin to transform spaces that lead to high engagement and performance where everyone can thrive? Join me for a discussion that will focus on using inclusive leadership practices to spark real and transformative change.