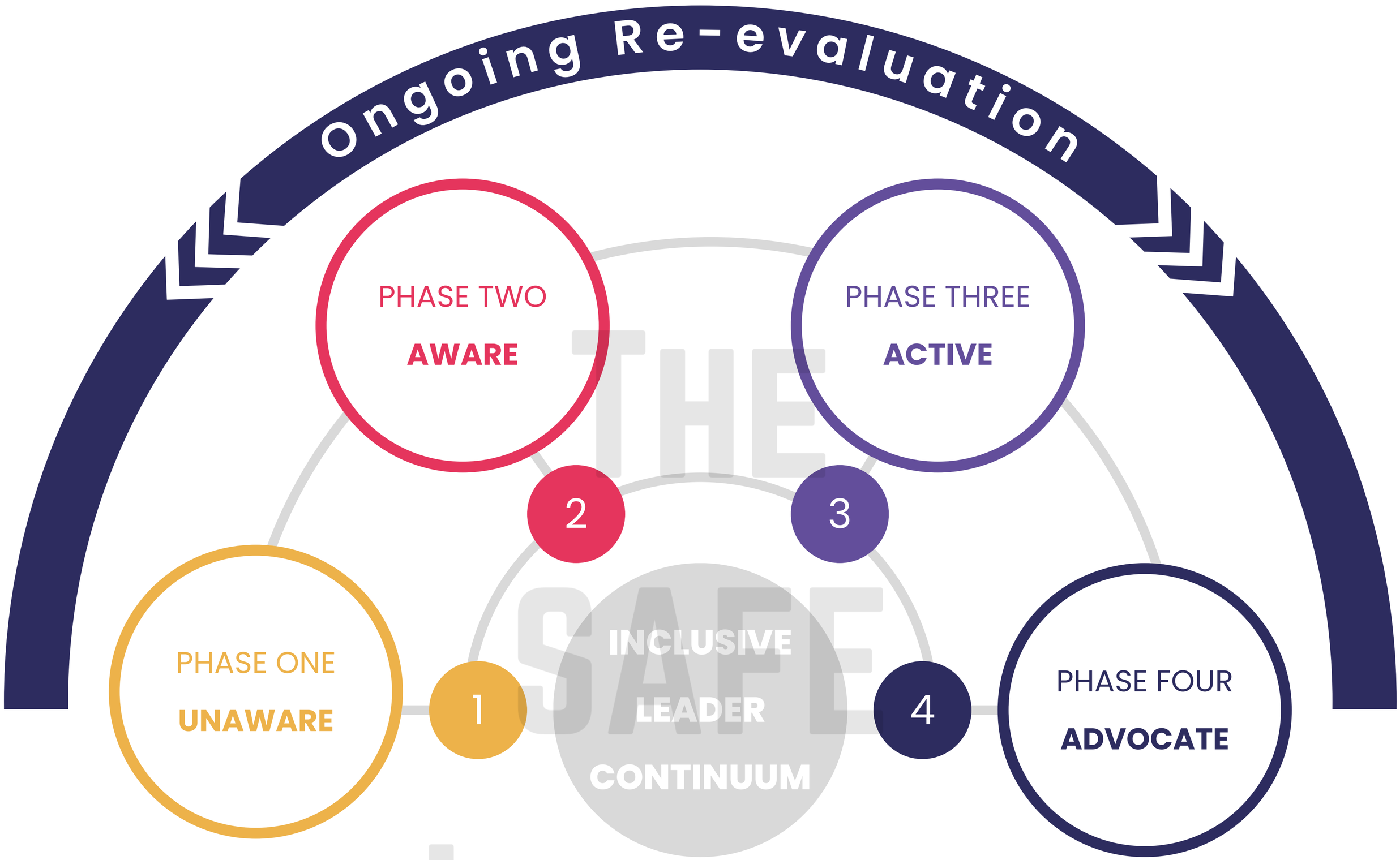
Figure 5.6. Inclusive Leader Continuum.
Jennifer Brown, How to Be an Inclusive Leader, 2nd ed. (San Francisco: Berrett-Koehler Publishers, 2022).



UNAWARE
You think diversity is compliance-related and simply tolerate it. It's someone else's job—not yours.

AWARE
You are aware that you have a role to play and are educating yourself about how best to move forward.

ACTIVE
You have shifted your priorities and are finding your voice as you begin to take meaningful action in support others.

ADVOCATE
You are proactively and consistently confronting inequities and discrimination and working to bring about change in order to prevent them on a systemic level.

Private / Low Risk / Individual Perspective → Public / High Risk / Organisational Perspective

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