



6th St. Gallen Diversity & Inclusion Week

## **When Exclusion Benefits Inclusion**

12 – 16 September 2022

From insight to impact.

# Our Speaker



With more than 15 years of experience on four continents, this award-winning lecturer, researcher, and speaker explores leadership, DEI, and soft skills (e.g., humor). **Prof. Dr. Jamie Gloor** is funded with 1.2million CHF by the Swiss National Science Foundation to support her and her team at the CCDI at HSG SOM.

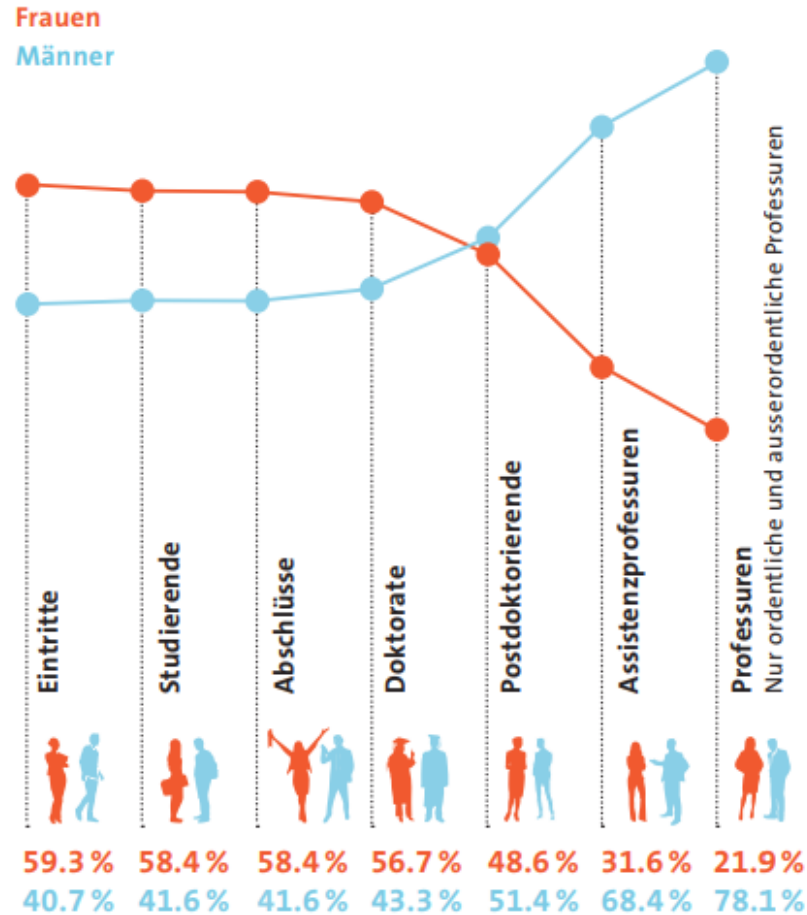
# A special thanks to our sponsors











# The “Leaky Pipeline”



# ...also in business



# Why?



**UNCONSCIOUS BIAS**



**INCLUSION**

# Why?



**UNCONSCIOUS BIAS**



**EXCLUSION**

# Why?

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  3. The business case ...

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# Reality

A red pencil is shown on the right side of the image, with its tip pointing towards the word 'Myth'. The pencil has drawn a red oval around the word 'Myth', which is written in a bold, black, sans-serif font. The word 'Reality' is written above it in the same font. The background is a light-colored, textured surface.

**Myth**

# DIAGNOSIS VS. TREATMENT





# How to achieve this in your org?

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3. Identify “excluders” (e.g., in 360 feedbacks)
4. Reward inclusion/penalize exclusion (e.g., awards/lateral moves or demotions, respectively)

# We can do it!



# What to Do About Employees Who Consciously Exclude Women

Harvard  
Business  
Review

by Jamie L. Gloor, Gudrun Sander, and Alyson Meister

November 08, 2021



Juan Moyano/Getty Images

For more, [see here.](#)

# Upcoming events

Coming soon: Summer 2023



*“Real Research with a Pinch of Practice”*

[See here](#) for more details.

# Upcoming events CCDI

● **Logib Workshops**, Language: FR, [register here](#)  
20 September, 27 September



● **Infoevents «Aiming Higher – Karriereentwicklung für Assistenzärztinnen»**  
Dates and soon also registration [here](#)

● **Swiss Leadership, Inclusion, & Diversity Summit**  
Save the date: 1 – 3 June 2023

All our offers can also be found at [www.ccdi-unisg.ch](http://www.ccdi-unisg.ch) and updates on upcoming events on our [LinkedIn page](#).

# SAVE THE DATE: D&I Week 2023



The 7. St. Gallen Diversity & Inclusion Week will take place from **11 - 15 September 2023!**

You will find the slides and further information on our website [www.inclusion-tagung.ch](http://www.inclusion-tagung.ch) in a few weeks.

Note: The sponsors of the D&I Week are in no way responsible for the content presented by the University of St. Gallen.

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