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**NeuralShifts**



# Inclusive Innovation Practices

Venus Rekow, CEO

February 24, 2020



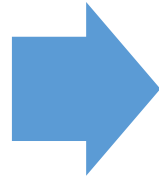
“Innovation is about re-thinking the nature of relationships, not just re-thinking products.”

Howard Schultz



## Redefine: **POWER** Dynamics

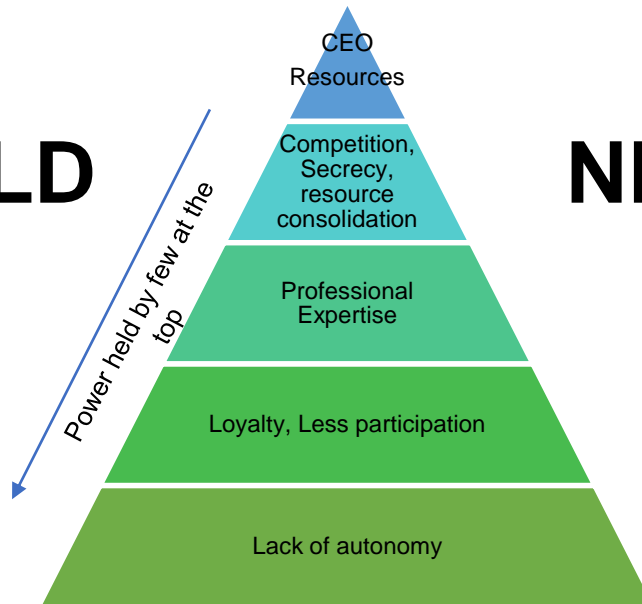
Organization



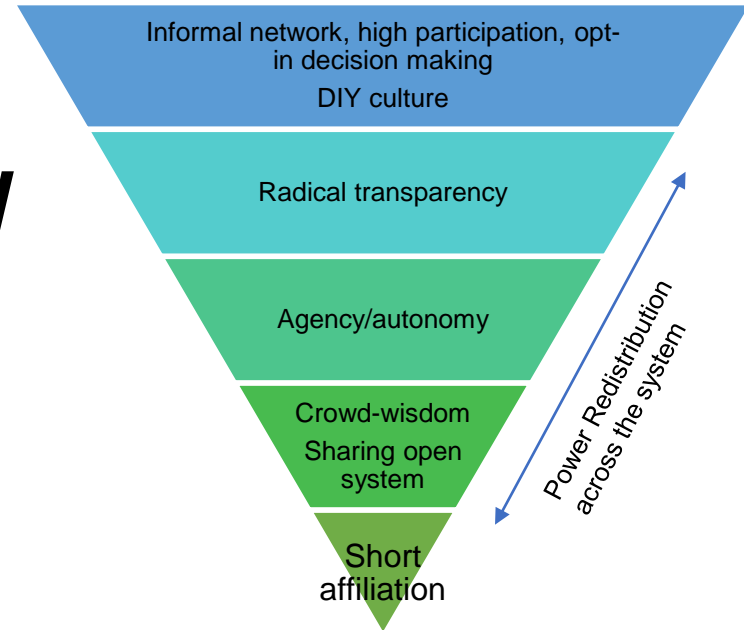
Customer

# Power Models

**OLD**



**NEW**



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# 360 Degree Feedback: How inclusive is your organization?

Inclusive innovation- is not the result of a group of people working alone to change the world- but the outcome of inclusive institutional practices that permeate society, where employees are more conscious of the impact their innovation will have in the communities they intend to affect.



# Inclusive Hiring Practices



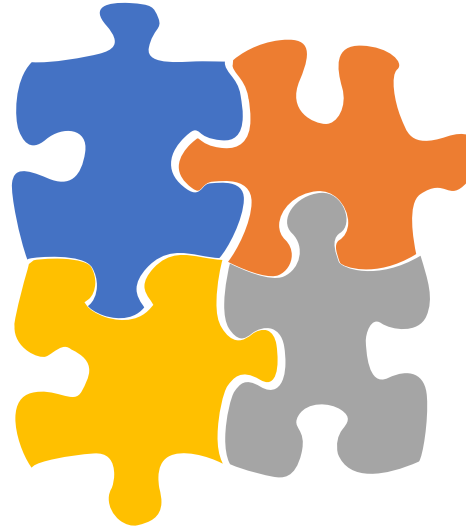
## Community Engagement

- STEM programs for kids
- Black ministers breakfast series
- Panels with underrepresented folks
- Prison training programs



## Inclusive Language

- Job description analysis for gender neutral language



## New Inclusive Hiring Criteria

- **Soft skills:** Adaptability, Collaboration, Systems Thinking
- Technical ability
- Remove Background checks

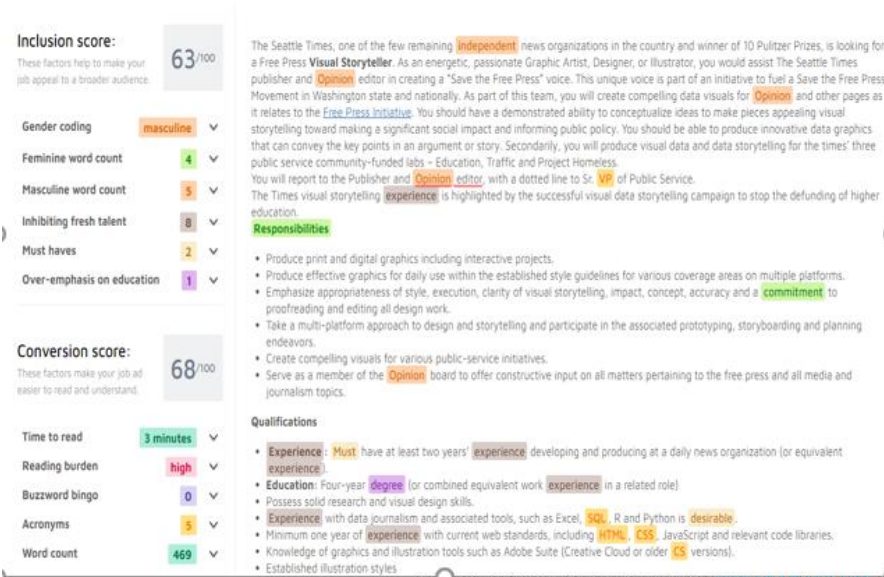


## Interview Process

- Native American Folks influencing in the interview process
- Autism program
- Focus on Ability
- Train managers on inclusive interviewing

# Job Description Language

## Job Description Analyzed



## Amazon Hired Sign Language Interpreters

# Thanks!

Any questions?

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