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FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

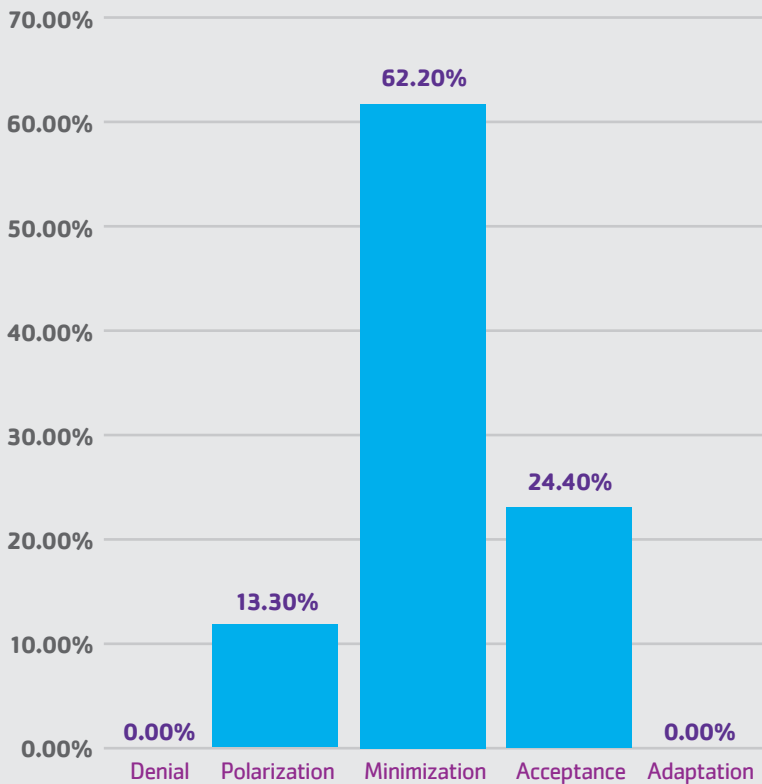
CULTIVATING CULTURAL COMPETENCE & INCLUSIVE LEADERSHIP



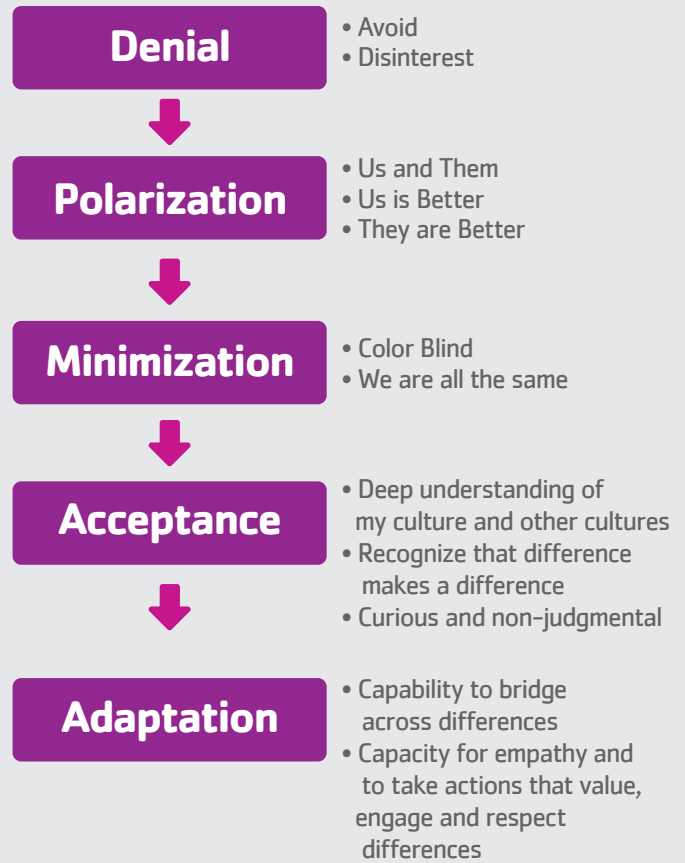
In 2019 the YMCA of Greater Charlotte partnered with The Winters Group Inc. (a global diversity & inclusion consulting firm) to gauge a baseline for organizational cultural competence. A total of 45 YMCA of Greater Charlotte Senior leaders, Executive Directors and Human Resource managers completed an **Individual Development Inventory (IDI)** assessment.

The **IDI** is a 50-question theory-based assessment that generates profiles on an individual's intercultural competence or ability to navigate across cultural difference. **Intercultural competence** is defined as the mindset, knowledge set and skill set to work effectively across different cultures.

YMCA Charlotte Executive Leadership & Senior Staff IDI Group Profile: Range of Developmental Orientations



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Source: Milton Bennet and Mitchell Hammer

WHAT DOES MINIMIZATION LOOK LIKE INSIDE ORGANIZATIONAL CULTURE?

- ➔ A largely color-blind approach where equality can be mistaken for equity
- ➔ Emphasizes commonalities in the basic needs of humans and can mask important cultural differences in values, perceptions and behaviors.
- ➔ De-emphasizes the deeper understandings of diversity and differences. This means diverse populations feel unheard since differences are not fully valued.

The quantitative data from the IDI helps the YMCA of Greater Charlotte better understand how each person's own leadership style can impact organizational or 'group' culture.

YMCA leaders also received an **Individual Development Plan (IDP)** – a detailed blueprint for individuals to further develop their cultural competence. The tool allows individuals to focus on increasing their own personal intercultural competence – from how they currently engage cultural differences to how they can more effectively engage diversity.