

EXCEPTIONAL WOMEN AWARDEES NEWSLETTER

BY LARRAINE SEGIL

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Featuring:
Ingrid Jacobs,
*Global Diversity, Equity &
Inclusion Executive*



How can we really move the needle on DEI, especially in large organizations?

Ingrid Jacobs has some ideas. As a globally recognized DEI expert, most recently as the Global Head of Diversity and Inclusion at JLL, Ingrid has made it her career mission to actively listen to and speak for those who are too often not heard.

Ingrid is also an awardee and member of the Exceptional Women Awardee Foundation (ExceptionalWomenAwardees.com). I established the foundation to help high-potential women executives reach their dreams. With close to 100 awardees, the EWA Foundation is a community of amazing leaders, and this newsletter allows me to share their experience with you.

In my recent interview with Ingrid, she proposed how to make more progress in the DEI space:

Try something new and different.

"Hiring and mentoring programs are foundational and essential. But it would be great if we moved on from just those activities. Expand your attention to the mid-level and junior-executive ranks with laser focus.

"The myth is that you can hire either diverse talent or top talent, especially at higher levels. The truth is they are synonymous; diverse top talent is absolutely out there. Talent acquisition teams need to do the hard work and homework to source highly qualified diverse candidates."

Have diverse representation for process and policy development.

"As an example, women in the workplace are receiving benefits, maternity or otherwise, that weren't even necessarily drawn up by people who have had a baby. By having diverse representation on different parts of processes, you'll really start to see sustained change with policies and systems that makes sense."

Show up with an open heart and willingness to learn.

"You don't have to be perfect to try and do something in the space of diversity inclusion. Once when I was in a different region of the world, using the term 'people of color' and the local team informed me that's considered fairly offensive for that area. Their correction came from a place of trust; they wanted to give me that advice so I wouldn't keep stumbling around and offending people."

Without a doubt there is more progress to be made in DEI. Ingrid's insights illuminate that DEI work is never done; **we must always be building a trusting environment where all voices are heard and valued.** [Watch the full interview with Ingrid](#) for more inspiring ideas.

Our next [LinkedIn Live program, featuring Gay Hendricks](#), is airing this Monday, April 25. I hope you can join our lively and valuable discussion.

Until next time,

Larraine

Founder, Chair & CEO
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