**Being an Authentic, Equitable, and Inclusive Manager: Cultivating a Personal Code of Ethics for Positive Social Change**



In today's dynamic and diverse business landscape, an authentic, equitable, and inclusive manager is essential for fostering a positive work environment and promoting social change. This essay explores the significance of analysing others' codes of ethics, developing our peuniqueode of ethics, and how such a code can be an effective agent for positive social change. By understanding and embracing ethical principles that promote fairness, respect, and inclusivity, managers can create a culture that encourages growth, fosters innovation, and drives positive change within their organisations and communities.

Analysing Others' Codes of Ethics

Personal codes of ethics serve as guiding principles for individuals in making moral decisions and shaping their behaviour. By analysing others' regulations, we can draw insights and inspiration to improve our ethical standards as managers. Two examples of personal codes of ethics are provided as appendices.

 Code of Ethics from XYZ Organization

The XYZ Organization's code of ethics emphasises transparency, integrity, and accountability in its dealings with stakeholders. Two aspects that resonate with me as a manager are:

Commitment to Diversity and Inclusion: The code highlights the organisation's commitment to diversity and fostering an inclusive workplace. This aspect aligns with my values as a manager, as diverse teams drive innovation and better decision-making.

Ethical Decision-Making Framework: The code outlines a structured approach for ethical decision-making, emphasising the consideration of stakeholders' interests. This approach would help guide my behaviour as a manager when faced with challenging moral dilemmas.

One area for improvement in this code is including specific examples or case studies that illustrate how the principles have been applied in real-world scenarios.

John Smith's code of conduct reflects a solid commitment to honesty and treating others with respect. Two aspects that resonate with me as a manager are:

 Inclusive Leadership: John emphasises the importance of inclusive leadership, fostering an environment where everyone's voice is heard and valued. This aspect aligns with my vision of being an equitable and inclusive manager.

Work-Life Balance: John prioritises work-life balance and encourages his team members to maintain a healthy equilibrium between personal and professional life. This principle is vital in promoting employee well-being and productivity.

One area for improvement in John's code is the direct integration of diversity and equity considerations, ensuring that fairness and inclusivity are prioritised in all management aspects.

Creating Your Code of Ethics

As a manager striving for authenticity, equity, and inclusivity, I propose the following core beliefs, values, and principles that will guide my behaviour and decision-making:

Respect and Empathy:

I will treat everyone respectfully, regardless of background, beliefs, or identity.

I will actively practice empathy, seeking to understand the perspectives and feelings of others before making decisions.

Equity and Inclusion:

I will promote diversity within my team and organisation, recognising the value of different perspectives.

- I will ensure fair opportunities for growth and advancement, addressing unconscious biases and discriminatory practices.

Integrity and Transparency:

I will always act with integrity, upholding ethical standards and honesty.

I will communicate openly and transparently with my team, fostering a culture of trust and accountability.

Reflecting on past experiences, having a clearly defined personal code of ethics would have helped me make challenging decisions more confidently and responsibly. For instance, when facing a situation where favouritism was influencing a promotion decision, my commitment to equity and inclusion would have

She guided me to consider objective criteria and ensure fairness, leading to a more equitable outcome.

Utilising my code of ethics, I can be an effective agent for positive social change by:

 Promoting Inclusion:

By fostering an inclusive work environment where diverse voices are valued and encouraged, I can drive positive social change within my organisation.

I will actively seek opportunities to create diverse teams, promote inclusive practices, and champion equity in decision-making processes.

 Resolving Conflicts:

Drawing upon my emotional intelligence, I will empathise with conflicting parties, striving to find win-win solutions that address underlying concerns.

 I will encourage open dialogue, active listening, and mediation techniques to resolve conflicts and promote understanding.

Creating an Inclusive Work Culture:

Leveraging my management and leadership skills, I will create initiatives such as diversity training, mentorship programs, and affinity groups to foster an inclusive work culture.

I will lead by example, modelling behaviours that promote equity, respect, and collaboration.

I can enhance my effectiveness as a change agent by combining emotional intelligence with other management and leadership skills. For example, by using empathy to understand the needs and experiences of underrepresented individuals within my organisation, I can advocate for policies and practices that address their concerns and ensure their voices are heard.

In conclusion, being an authentic, equitable, and inclusive manager is a continual self-reflection, learning, and improvement journey. By analysing others' codes of ethics, developing our own, and leveraging them to drive positive social change, we can create work environments that embrace diversity, empower individuals, and foster a culture of inclusion. Embracing such values and principles as managers, we can make ethical choices that positively impact our organisations, communities, and society.

https://youtu.be/spBB68Wv7KM

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