



D.E.I. as a long-term driver of innovative capacity

ATU-NET Student Leader Forum 2024
Phenikaa University
Hanoi, 12 September 2024

The background is a light cream color with various abstract, hand-drawn elements. In the top left, there are blue and yellow scribbles. In the top right, there are blue, pink, and yellow shapes. In the bottom left, there are pink and yellow lines. In the bottom right, there are pink and yellow shapes, including a yellow hand-like form. The text is centered in a dark blue, rounded font.

**Welcome to
Phenikaa
University!**

Presenter



Dr. Minh-Hoang Nguyen

with inputs from Prof. Quan-Hoang Vuong

Table of contents



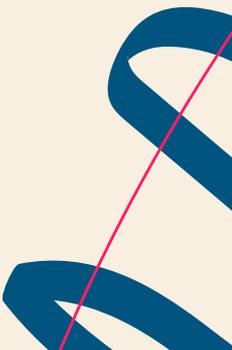
01 What is innovation?

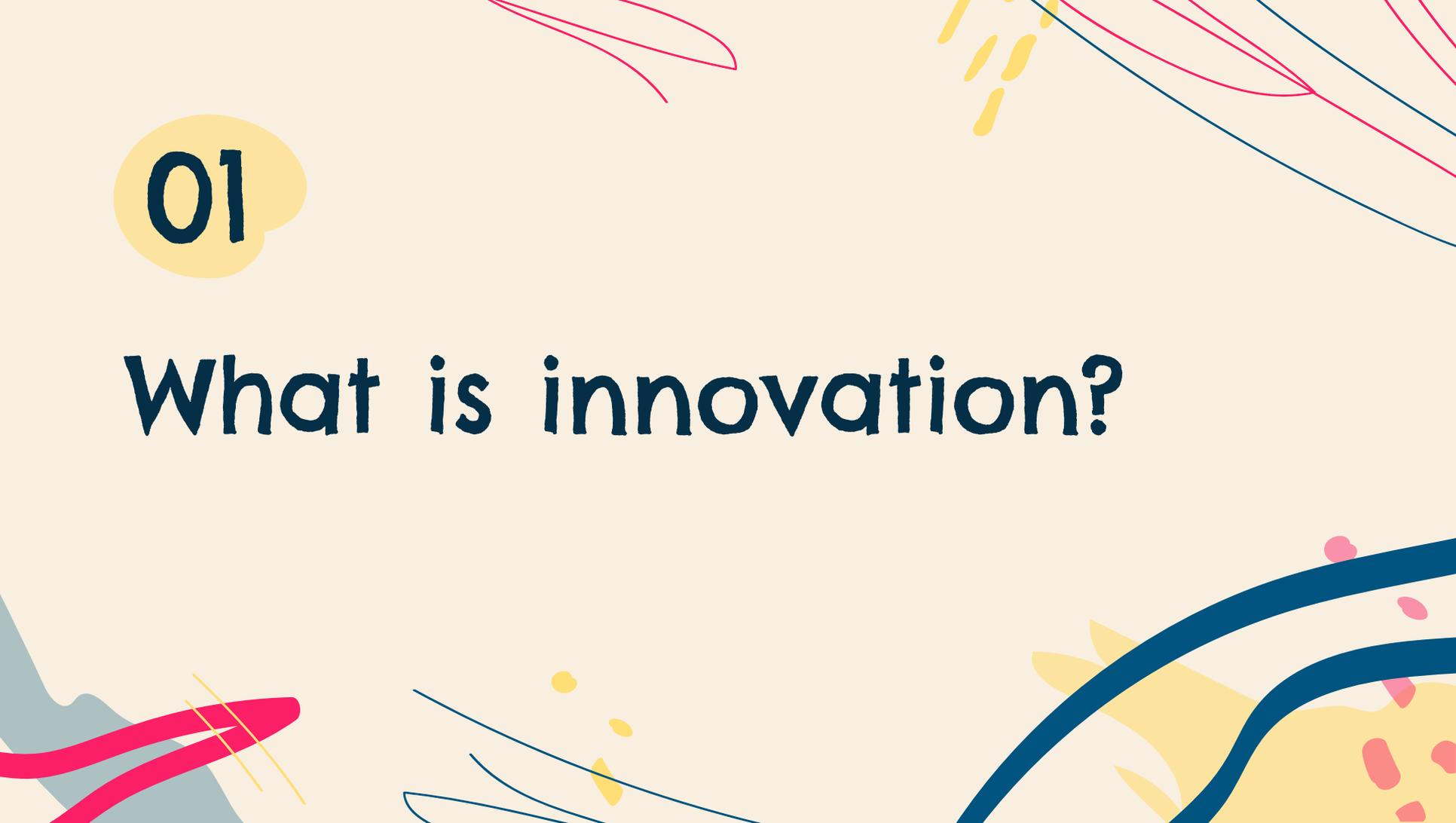
02 How to improve the innovative capacity?

The SM3D knowledge management framework

03 Diversity, Equity, and Inclusion (D.E.I.)

04 D.E.I. and innovations



The background is a light cream color with various abstract, hand-drawn style elements. In the top right, there are thin blue and pink lines. In the top center, there are yellow brushstrokes. In the bottom left, there are thick pink and blue lines. In the bottom right, there are thick blue lines and yellow shapes with pink dots. The overall style is modern and creative.

01

What is innovation?

Innovation

A change that benefits a system (e.g., person, group, organization, industry, or society)

- It is **novel**
- It is **repeatable**
- It is **valuable**

And the most important thing: It helps **prolong the existence of the system** in one way or another, including survival, growth, and reproduction.



Examples



Fire

The use of fire is one of the most important innovations for prolonging the existence of humanity, besides electricity.



Language

Language increases human communication efficiency and enables abstract conceptual thinking, which is crucial for socio-cultural formation and development.

The background is a light cream color with various abstract, hand-drawn style elements. There are pink and blue curved lines at the top, yellow dashed lines, and a blue wavy line at the bottom right. A pink shape with yellow lines is at the bottom left, and a yellow shape with pink dots is at the bottom right.

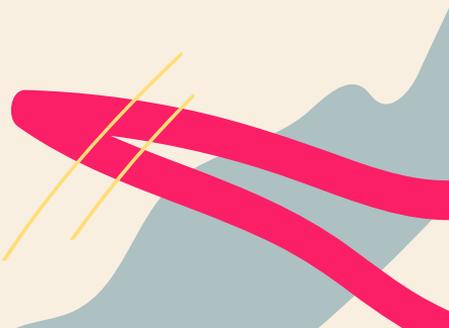
02

How to improve
innovative capacity?

SM3D knowledge management



The SM3D framework comprises a series of conceptions and theories on the mind:

- Serendipity
 - Mindsponge theory
 - The triple-discipline (3D) principles of creativity
- 

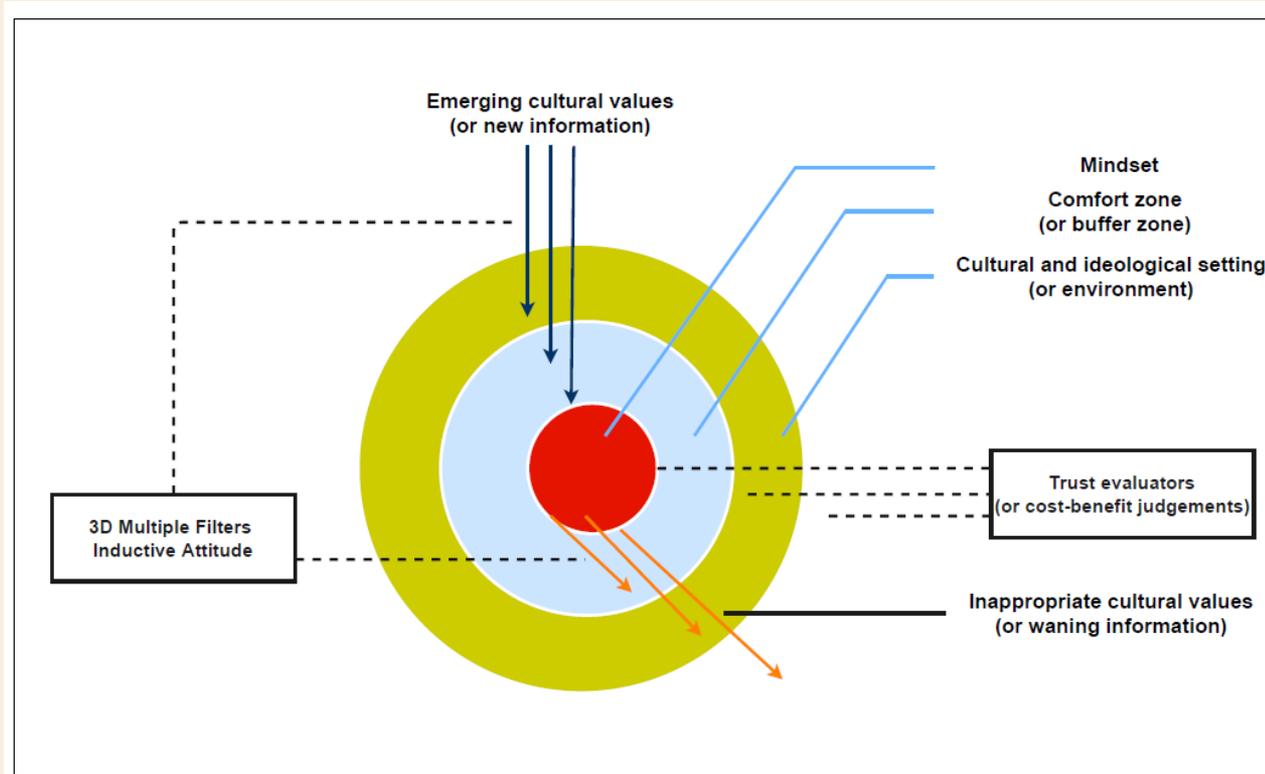
Serendipity

An **ability to notice, evaluate, and take advantage** of unexpected information for survival purposes (both natural and social).



Mindsponge theory

The theory explains how the mind, **as a system**, collects and processes information.



3D principles of creativity

Best within- discipline expertise

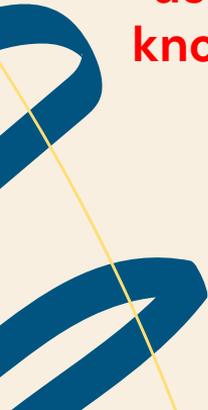
Having the best expertise within one's own discipline; or having **sufficient useful experience, knowledge, wisdom, and abilities**

Best out-of- discipline expertise

Being capable of connecting to new knowledge from outside of one's own discipline; or **gaining sufficient new useful knowledge, wisdom, and abilities from the external environment** (including other people)

Disciplined process

Following a disciplined process when carrying out work until insights/innovations are generated.

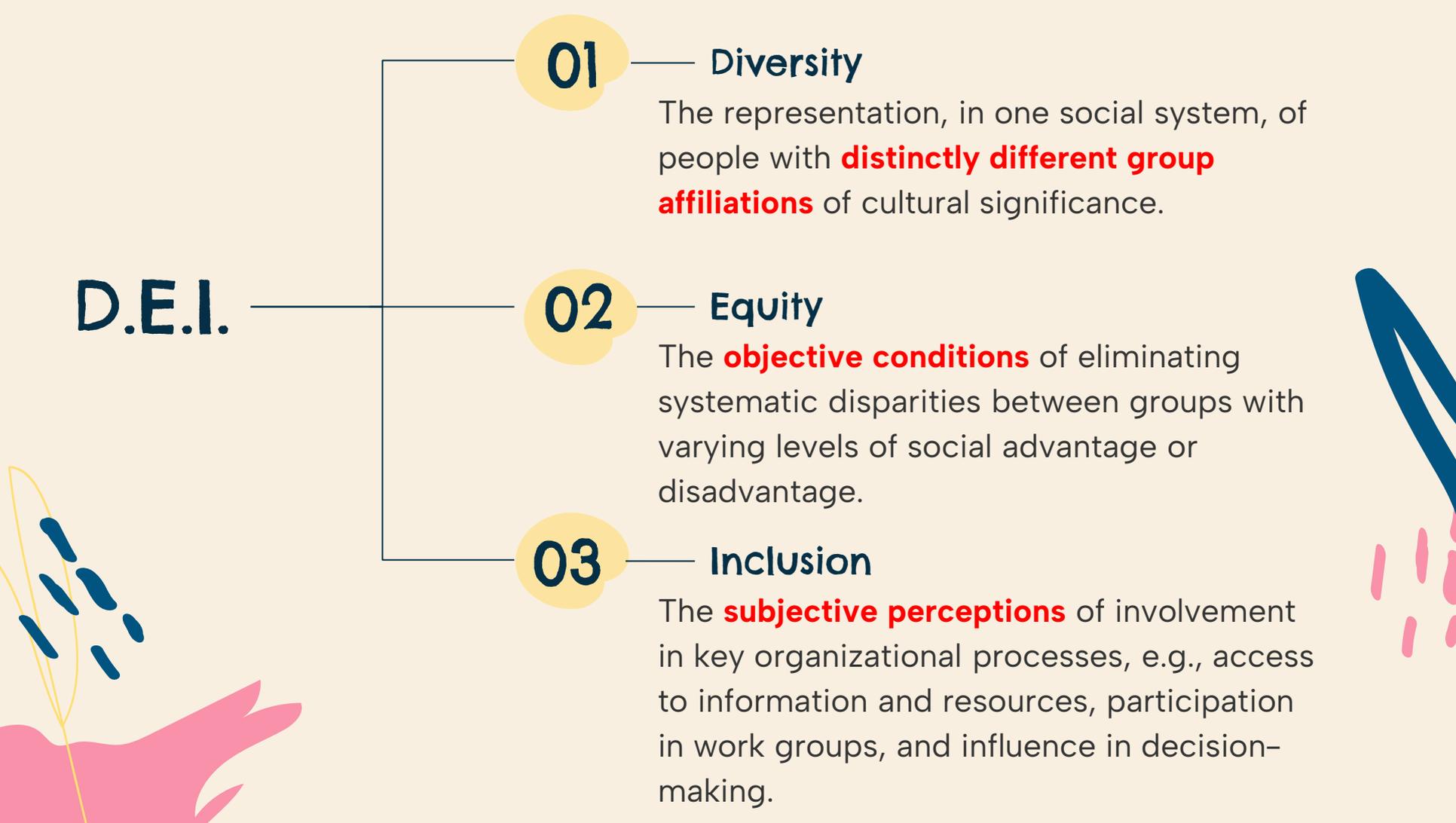


The background is a light cream color with various abstract, hand-drawn style elements. There are pink and blue curved lines at the top, yellow dashed lines, and a blue wavy line at the bottom right. In the bottom left, there are pink and blue shapes with yellow lines. The overall style is modern and artistic.

03

Diversity, Equity, and Inclusion

D.E.I.



01

Diversity

The representation, in one social system, of people with **distinctly different group affiliations** of cultural significance.

02

Equity

The **objective conditions** of eliminating systematic disparities between groups with varying levels of social advantage or disadvantage.

03

Inclusion

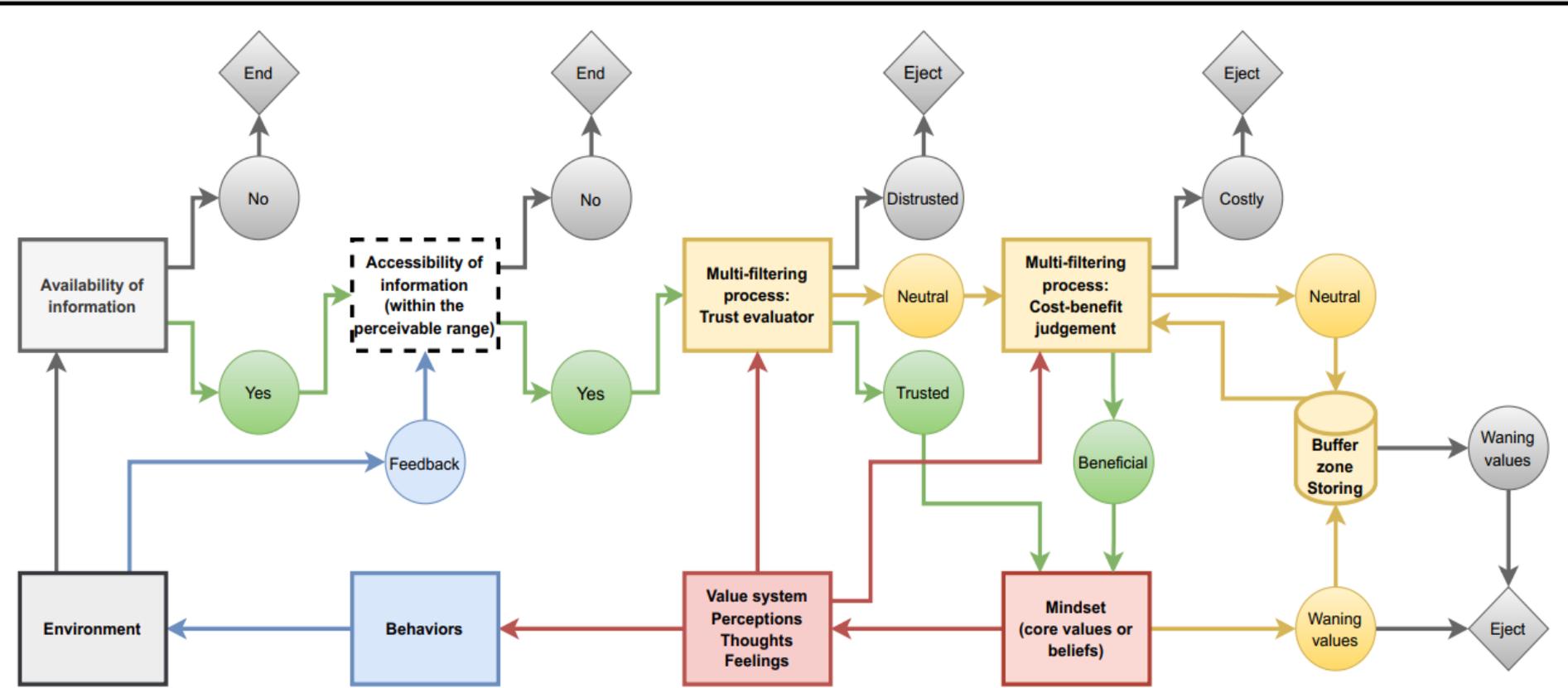
The **subjective perceptions** of involvement in key organizational processes, e.g., access to information and resources, participation in work groups, and influence in decision-making.

The background is a light cream color with various abstract, hand-drawn style elements. In the top right, there are thin, curved lines in pink and blue, and a cluster of yellow dashes. In the bottom left, there are thick, overlapping lines in pink and blue. In the bottom right, there are thick, curved lines in blue and yellow, with small pink dots scattered around. The overall style is modern and artistic.

04

D.E.I. and innovations

Mindsponge Process



	Innovation probability			
	Low			High
No DEI	Nothing			
Diversity		Increasing the availability of distinct information and values within the organization		
Equity			Increasing the accessibility to distinct information and values within the organization	
Inclusion				Increasing the interactions of distinct information and values within the organization

Key takeaways

**Meaningful
interactions**



Innovations

01 Respect distinctions

02 Avoid stereotyping and stigmatization

03 Be proactive and collaborative

04 Improve self-confidence through knowledge

The background is a light cream color with various abstract decorative elements. In the top left, there are thick pink and blue wavy lines. In the top center, there are thin blue lines and small pink dots. In the top right, there is a large blue curved shape. In the bottom left, there are pink and yellow abstract shapes with thin blue lines. In the bottom right, there are pink and yellow abstract shapes with thin blue lines and small blue dots.

Thanks for listening!

CREDITS: This presentation template was created by [Slidesgo](#), and includes icons by [Flaticon](#), and infographics & images by [Freepik](#)

References

- Bernstein RS, et al. (2020). From diversity to inclusion to equity: A theory of generative interactions. *Journal of Business Ethics*, 167, 395-410. <https://doi.org/10.1007/s10551-019-04180-1>
- Chin M, Chien A. (2006). Reducing racial and ethnic disparities in health care: an integral part of quality improvement scholarship. *BMJ Quality and Safety*, 15(2), 79-80. <https://doi.org/10.1136/qshc.2006.017749>
- Mor-Barak ME, Cherin DA. (1998). A tool to expand organizational understanding of workforce diversity: Exploring a measure of inclusion-exclusion. *Administration in Social Work*, 22(1), 47-64. https://doi.org/10.1300/J147v22n01_04
- Cox, T. (1994). *Cultural diversity in organizations: Theory, research and practice*. Berrett-Koehler Publishers.
- Nguyen MH, Vuong QH. (2024). Diversity, equity, and inclusion in the organization: A fresh view through the lens of granular interactions thinking theory. <https://philpapers.org/rec/NGUDEA>
- Nguyen MH, et al. (2023). Examining contributors to Vietnamese high school students' digital creativity under the serendipity-mindsponge-3D knowledge management framework. *Thinking Skills and Creativity*, 49, 101350. <https://doi.org/10.1016/j.tsc.2023.101350>
- Nguyen MH, et al. (2022). Introduction to Bayesian Mindsponge Framework analytics: An innovative method for social and psychological research. *MethodsX*, 9, 101808. <https://doi.org/10.1016/j.mex.2022.101808>
- Vuong QH, Nguyen MH. (2024). *Better economics for the Earth: A lesson from quantum and information theories*. AISDL. <https://www.amazon.com/dp/B0D98L5K44>
- Vuong QH, Nguyen MH. (2024). Further on informational quanta, interactions, and entropy under the granular view of value formation. https://papers.ssrn.com/abstract_id=4922461
- Vuong QH. (2022). *A new theory of serendipity: Nature, emergence and mechanism*. Walter de Gruyter GmbH. <https://www.amazon.com/dp/B0C5C4LPF1>
- Vuong QH. (2023). *Mindsponge theory*. Walter de Gruyter GmbH. <https://www.amazon.com/dp/B0C3WHZ2B3/>
- Vuong QH, et al. (2022). Covid-19 vaccines production and societal immunization under the serendipity-mindsponge-3D knowledge management theory and conceptual framework. *Humanities and Social Sciences Communications*, 9, 22. <https://www.nature.com/articles/s41599-022-01034-6>
- Vuong QH, Nguyen MH, La VP. (2022). *The mindsponge and BMF analytics for innovative thinking in social sciences and humanities*. Walter de Gruyter GmbH. <https://www.amazon.com/dp/B0C4ZK3M74>