

Abstrak

Penelitian ini merupakan analisis yang memaparkan dan menggali karakter dan peran gaya inklusif disabilitas pada kepemimpinan pendidikan tinggi di FEB UGM. Karakter dan peran gaya inklusif dalam penelitian ini dijelaskan dalam enam komponen karakter kepemimpinan inklusif yang ideal. Enam karakteristik kepemimpinan yang ideal adalah *visible commitment*, *courage*, *awareness of bias*, *curiosity about others*, *cultural intelligence*, dan *effective collaboration*. Penelitian ini dilakukan dengan metode kualitatif yang mewawancarai tujuh informan sebagai sumber. Tujuh informan dalam penelitian ini adalah pemimpin di FEB UGM yang pernah berinteraksi dengan penyandang disabilitas. Dari hasil analisis, penelitian ini mengungkapkan kemampuan pemimpin FEB UGM dalam mengartikulasikan setiap pemahaman pada karakter ideal kepemimpinan inklusif. Berikutnya, penelitian ini juga mampu menjelaskan upaya pengejawantahan perilaku kepemimpinan inklusif yang ideal di FEB UGM baik dalam keadaan berhasil, dalam proses, maupun dalam kondisi yang masih *bias*. Terakhir, penelitian ini juga mampu memberikan penjelasan tentang harapan ideal pemimpin FEB UGM atas terwujudnya kepemimpinan yang inklusif di FEB UGM.

Kata kunci: kepemimpinan, kepemimpinan inklusif, *visible commitment*, *courage*, *awareness of bias*, *curiosity about others*, *cultural intelligence*, *effective collaboration*

Abstract

This research is an analysis that explains and explores the character and role of disability inclusion style in higher education leadership at FEB UGM. The character and role of the inclusive style in this study are described in the six components of the ideal inclusive leadership characters. Six ideal leadership characteristics are visible commitment, courage, awareness of bias, curiosity about others, cultural intelligence, and effective collaboration. This research was conducted using a qualitative method by interviewing seven informants as sources. Seven informants in this study were leaders at FEB UGM who had interacted with persons with disabilities. From the results of the analysis, this study reveals the ability of FEB UGM leaders in articulating every understanding of the ideal character of inclusive leadership. Furthermore, this research is also able to explain the efforts to embody the ideal inclusive leadership behaviours at FEB UGM, both in a successful state, in the process, or in a condition that is still biased. Finally, this research is also able to provide an explanation of the ideal expectations of FEB UGM leaders for the realization of inclusive leadership at FEB UGM.

Keywords: *leadership, inclusive leadership, visible commitment, courage, awareness of bias, curiosity about others, cultural intelligence, effective collaboration.*