



Leading Inclusively Leadercamp

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Words Matter

Power

The ability to do something or act in a particular way; to make happen what one wants to happen in spite of obstacles, resistance, or opposition; the capacity or ability to direct or influence the behavior of people, the course of events, and/or resources.

Privilege

Refers to rights, benefits, and advantages exclusively granted to particular groups of people. It is part of a much larger system that exists to protect the majority systems and power. .

Allyship

An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.

Inclusion

Empowers all people to access the same opportunities and challenges; to receive the same level of respect and value; and to be treated as they desire to be treated, regardless of inherent or perceived differences.



What is one specific action you can take to use your privilege to provide access and opportunity for underrepresented groups in your organization?

There is no such thing as race. None. There is just a human race - scientifically, anthropologically. Racism is a construct, a social construct... it has a social function, racism.

Toni Morrison



POWER AND PRIVILEGE

Leverage power and privilege to enable inclusion.



ALLYSHIP

Become thoughtful and effective allies for underrepresented groups.



EVERYDAY INCLUSION

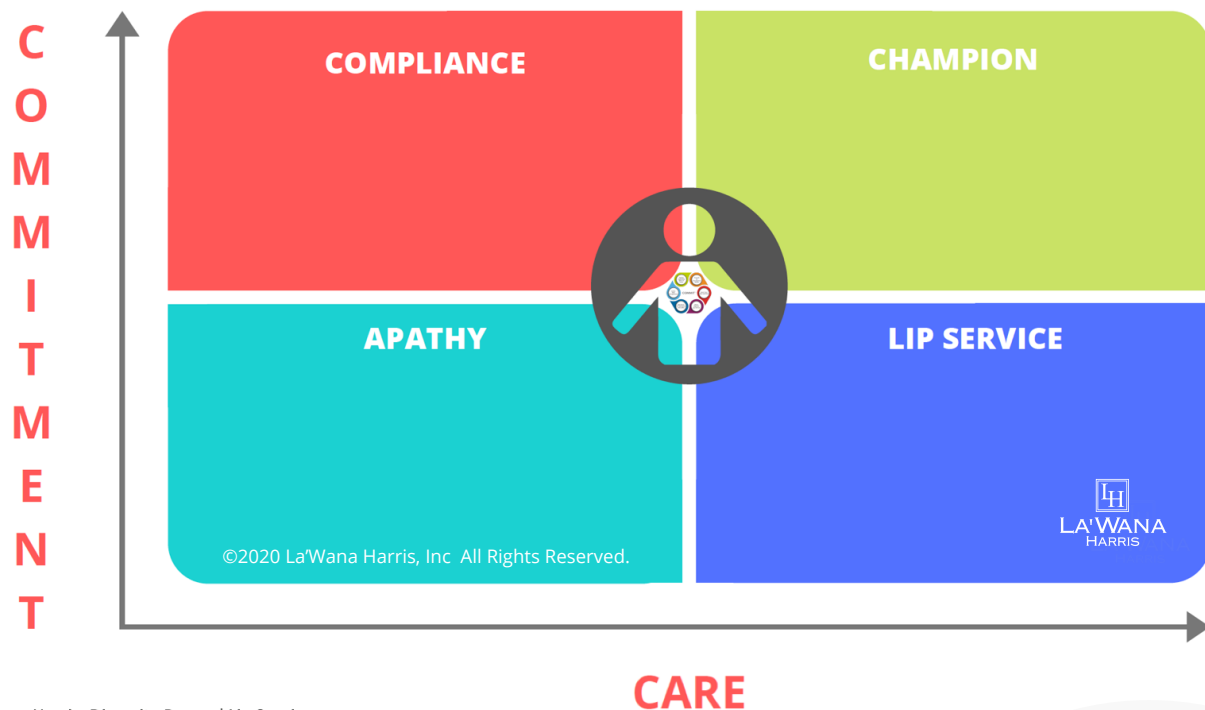
Embed inclusive behaviors as a way of doing business.



Three pillars for leading inclusively



Four Stages of Engagement



Source: La'Wana Harris, Diversity Beyond Lip Service

*"We can't stop at self-awareness.
Self-work is needed to bring about meaningful change."*



Everyday Inclusion: Listening Sessions

Bob, the head of PR, and the members of the executive leadership team held listening sessions with the Black employees at Mikaeda technologies. The selected employees were all invited to the first listening session by Mikaeda's CEO, April after speaking with each of them individually. The calls were scheduled within the two days leading up to the listening session.

All of the Black employees believed the meeting would be about immediate and long-term goals relative to improving the experience of all black members of Mikaeda's constituency. The meeting included some discussion on a range of topics, but was heavily concentrated on messaging for a company statement regarding a stand for solidarity with Black communities. Everyone on the call including Bob and April seemed very involved.

The next day a follow-up meeting was scheduled with the same group, with the exception of April. Minutes before the start of the conference call, Bob sends a draft of the statement for review. Bob starts the call asking for feedback on the proposed statement. Upon review the employees provided feedback regarding the content of the message. Feeling the pressure to meet his deadline, Bob insisted that the group focus on providing feedback on the channel/tactic used to share the proposed message. The remainder of the group disagreed and insisted on discussing the content further. After being challenged multiple times, Bob announces he has other work to focus on, instructs another employee to take notes and leaves the call.

Everyday Inclusion: Listening Sessions



Answer the following questions based on the everyday inclusion scenario.

What quadrant is Bob in? April?

What specific actions indicate that he is in the quadrant you selected?
April?

What message(s) did Bob and the executive leadership team
communicate to their Black employees?

How might Bob have been more effective in his approach?

Power and Privilege



Resources

21-Day Racial Equity Habit Building Challenge: Setting our intentions and adjusting what we spend our time doing is essential. It's all about building new habits. Sometimes the hardest part is just getting started. The good news is, there's an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice.

<https://www.eddiemoorejnr.com/21daychallenge>

Me and White Supremacy: A 28-Day Challenge to Combat Racism, Change the World, and Become a Good Ancestor leads readers through a journey of understanding their white privilege and participation in white supremacy, so that they can stop (often unconsciously) inflicting damage on black, indigenous and people of color, and in turn, help other white people do better, too.

<https://www.meandwhitesupremacybook.com>

Notes:

[illegible]



Performative allyship:

Superficial acts of solidarity from a nonmarginalized group that are self-centered and not supported by a long-term commitment to meaningful action .

BLACK
LIVES
MATTER
everyday



Allyship Resources

Guide to Allyship: An open source starter guide to help you become a more thoughtful and effective ally.

<https://guidetoallyship.com>



Thoughtful Allyship

Performative Allyship

- Making a public declaration for racial equity
- Posting the Black Lives Matter or Say their names hashtags
- Posting a black square for Blackout Tuesday
- Focusing your narrative and conversation on your own feelings



Thoughtful Allyship

- Engage at the systemic level to impact policy.
- Speak up, even when you feel uncomfortable.
- Use your privilege to benefit underrepresented groups.
- Acknowledge that even though you feel pain, the conversation is not about you.
- Understand that your education is up to you and no one else.



Ask yourself:

Who benefits from this action?

Will this action amplify marginalized voices?

Are these actions part of a long-term strategy?

Notes:

[illegible]



Organizational Truths

What are the unspoken norms and unwritten rules that impact diverse talent in your organization?



What evidence validates a welcoming and inclusive culture for diverse new hires in your organization?



Organizational Truths



We must ask some tough questions in order to move beyond lip service.

- How might our policies be complicit in systems of oppression?
- Whom do our policies benefit most and why?
- What can I reimagine about my business to create a more versatile experience that fits the needs of all my employees?
- How might our professional expectations be predatory and discriminatory toward certain groups of people?
- How can we create opportunities for marginalized groups to thrive?
- How can we affirm people's true identities—beyond their utility at work?
- What do people need from us that goes beyond a paycheck—and can we provide it?



Team Truths

**What truths exist relative
to your team dynamics?**



**What truths exist relative
to taking risks and speaking
up on your team?**



Facing Truth Scenario



Culture Shifts

Nina was recently hired as Senior Director of Information Technology and Innovation. Her hiring manager proactively sought out and welcomed Nina's non-conventional approach and cutting-edge ideas. The broader organization was comprised of a very tenured workforce that was accustomed to traditional approaches.

Hired into a newly created position, Nina was identified as a key player in the organization's transformation strategy. Despite having made valuable contributions early in her tenure, she was not welcomed by legacy employees who felt the company was making too many changes. She received disapproving looks and comments relative to her natural hair styles and her ethnic jewelry. She was often left out of key meetings and communications.

What would you say?

What would you do?



Everyday Inclusion Resources

Awake to Woke to Work: Building a Race Equity Culture: A guidebook outlining the process that organizations go through on their way to creating a Race Equity Culture – described as one that is, “focused on proactive counteraction of race inequities inside and outside of an organization.

<https://adawaygroup.com/wp-content/uploads/2020/06/Awake-to-Woke-to-Work.pdf>

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Where to start



Mirrors

"It's not easy looking in the mirror because you might see things that you don't want to see."

- Michelle, VP Marketing

Windows

"My team, my board and my family are looking to me for direction, and I feel lost."

- Jason, CEO

Doors

"The complexity of our current reality makes it difficult to decide when and how to act."

Sandra, Senior Director

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Curiosities and Musings



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In the end, we will
remember not the words
of our enemies, but the
silence of our friends.

Martin Luther King Jr.

