



LAND ACKNOWLEDGEMENT

WALK THE TALK

TRANSFORMATIONAL LEADERSHIP:
LEADING FROM THE INSIDE OUT
MAY 5, 2021

SESSION #3
WITH DHARSHI LACEY & JASMINE BALL

INTRO BREAKOUT ROOMS

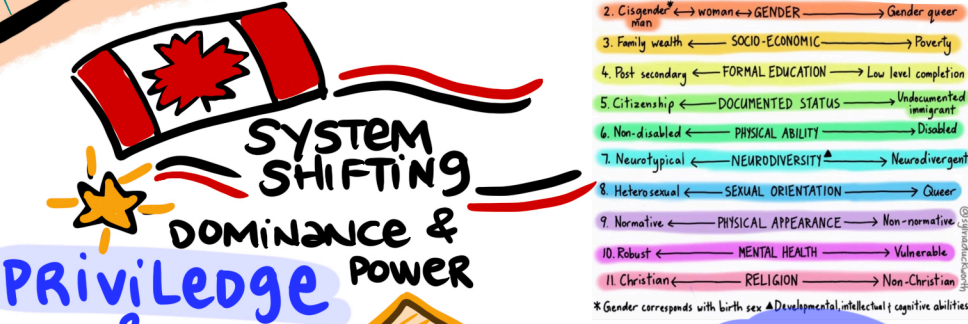
Diversity
CONNECTIVITY
WORLD VIEWS
CULTURAL LEADERSHIP
SUPPORTIVE equity

HORIZONTAL VS. VERTICAL

PRINCIPLES

BRAVE SPACE

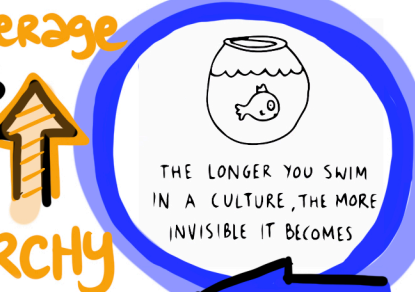
1. SPEAK FROM YOUR OWN EXPERIENCE
2. OWN THE IMPACT & HAVE THE DEEPER DIALOGUE
3. WORK TO RECOGNIZE YOUR PRIVILEGE
4. TAKE RISKS: LEAN INTO DISCOMFORT
5. STEP BACK & TAKE TIME TO REFLECT
6. NOTICE & NAME GROUP DYNAMICS IN THE MOMENT
7. LISTEN ACTIVELY & WHOLEHEARTEDLY
8. CHALLENGE WITH CARE & COMPASSION
9. CONFIDENTIALITY
10. LEAVE WITH INTENTION TO ACT UPON THE LEARNING.



TYPES OF PRIVILEGE IN OUR SOCIETY (Which are yours?)

| | |
|--|----------------------|
| More power ← | → Less power |
| 1. Light ← SKIN COLOUR → | Dark |
| 2. Cisgender ← GENDER → | Gender queer |
| 3. Family wealth ← SOCIO-ECONOMIC → | Poverty |
| 4. Post secondary ← FORMAL EDUCATION → | Low level completion |
| 5. Citizenship ← DOCUMENTED STATUS → | Undocumented migrant |
| 6. Non-disabled ← PHYSICAL ABILITY → | Disabled |
| 7. Neurotypical ← NEURODIVERSITY → | Neurodivergent |
| 8. Heterosexual ← SEXUAL ORIENTATION → | Queer |
| 9. Normative ← PHYSICAL APPEARANCE → | Non-normative |
| 10. Robust ← MENTAL HEALTH → | Vulnerable |
| 11. Christian ← RELIGION → | Non-Christian |

* Gender corresponds with birth sex. † Developmental, intellectual, cognitive abilities.



SHOWING UP FOR RACIAL JUSTICE.ORG

LEVERAGING YOUR LEADERSHIP TO ADVANCE EQUITY & INCLUSION

- DE-BIASING CONTRACTS
- EQUITY STATEMENTS
- DECISION-MAKING
- PLAYING-FIELD
- POSTINGS
- INTENTIONALITY
- HIRING MALES IN FEMALE-DOMINATED FIELDS
- EDUCATION
- NEUTRAL CAREERS
- PERSONALITY
- NOT JUST A SEAT-"CULTURE FIT"
- CHANGING GOALS DUE TO FEEDBACK OVER TIME
- REFLECTION
- LESS HIERARCHY
- BROADER VISION
- LESS SILOS/GAPS
- FOCUS ON TRANSITION
- TRUST + INTEGRITY

HOW IS YOUR ORGANIZATION INFORMED BY DIVERSITY?

WHAT WOULD YOU DO DIFFERENTLY?

BREAKOUT

- EVIDENCE-BASED
- TREAT 'MANAGERS' LIKE 'TEAM'
- SIMILAR HIRING PROCESS
- STRATEGY PLAN
- FUNDING
- "LOOKING GOOD"
- YOUR 'WHY'
- COMMUNITY-BASED
- MORE COMPASSION
- NOT JUST A SEAT-"CULTURE FIT"
- CHANGING GOALS DUE TO FEEDBACK OVER TIME
- REFLECTION
- LESS HIERARCHY
- BROADER VISION
- LESS SILOS/GAPS
- FOCUS ON TRANSITION
- TRUST + INTEGRITY
- WHAT IS BEING ASKED OF DIVERSITY WORK? 'GOING BEYOND'
- SOCIAL MEDIA EXPANDING DIVERSITY

