

Belonging & Inclusion: Leading During Uncomfortable Times Workshop Sessions

Each course is four hours. Participants will select **ONE** course.

Workshop 1: When Culture Impacts Decision-Making

Course Description

Perhaps you have heard about Americans and their *rugged individualism*. Has it ever occurred to you that this trait is not shared by all cultures around the globe? In fact, many cultures do not foster a sense of individualism at all; decisions are often made by groups, families, and communities for the individuals that are members. The differences go beyond *individualism* vs. *collectivism*. Culture is a dominant force that affects how people make many decisions and this is one reason why we, humans, create confusion when we assume we know another person's intentions or process for making decisions. Understanding this dynamic is essential for inclusive leadership which leads to an environment that champions equity.

This course examines how one's culture impacts decision-making in various settings. Leaders are constantly faced with complicated and difficult decisions that can result in ambiguous outcomes; this is ethically and morally confusing. Understanding cultural concepts such as collectivism and individualism enables leaders to bridge differences between themselves, their colleagues, and those they supervise. Participants will acquire a better understanding of ethical decision-making when cross-cultural conflicts occur, while also becoming aware of their own implicit biases and implications.

The workshop will address these issues through a combination of interactive dialogue, focused discussion, applied-practice exercises, and small group work.

Learning Objectives

1. Identify various cultural perspectives and their strengths.
2. Examine personal attitudes, values, and beliefs stemming from culture.
3. Recognize and respond appropriately to cultural differences in the workplace.
4. Identify professional, moral, and ethical obligations within the respective workplace settings of participants.
5. Introduce and utilize James Rest's Four Components Model of ethical decision-making.

Workshop 2: Fundamentals of Equity, Diversity, and Inclusion

Course Description:

Equity, diversity, and inclusion (EDI) are becoming all the rage for organizations to shine a spotlight on, but what does this really mean in our workplaces? Of course, these concepts are may be actualized in various ways across different industries, organizational cultures, and geographic regions, yet there are commonalities among these concepts regardless the setting in which they are applied.

This course examines common EDI concepts and theories and explores the basic universal ideas inherent to each. Think of this as a primer on EDI. Participants will be brought up to speed on these concepts and their importance in the work arena, while also evaluating their own diversity and how this shapes their worldview. Participants will acquire a better understanding of cultural competence and humility while considering the importance of it in their professional roles. Strategies for approaching processes and goals of inclusion will be generatively shared across the group.

The workshop will address these issues through a combination of interactive dialogue, focused discussion, applied-practice exercises, and small group work.

Learning Objectives

1. Define diversity, inclusion, and equity and contextualize to the workplace.
2. Stress differences between and importance of diversity, inclusion, and equity.
3. Recognize how cultural concepts, perspectives, identity, and intersectionality influence our work and our work relationships.
4. Understand the core elements of cultural competence and plan for developing associated skills.
5. Familiarize oneself with the ASKED Model and its use in fostering respect and inclusion.

Workshop 3: Unraveling White Privilege, Fragility, and Guilt: A Conversation for White People

Course description:

Like the fish that doesn't know it is swimming in water, White people often do not recognize that they live in a predominantly White culture. We are so immersed in the environment that we fail to even recognize it as a unique place; a place that would feel strange or confusing to someone not as familiar with it, or from a different culture. This comfortability with the status quo of the dominant culture can be difficult to see how it represents a specific worldview, and how everyone may not share in that worldview.

In this course, we will examine sociological concepts of White fragility and White privilege while reflecting on our own reactions to these ideas. We will explore our own sense of comfort talking about race and ethnicity while developing the language and skills to work inclusively with people of non-dominant identities.

Participants will be asked to reflect on difficult questions and concepts with an openness to learning. We will look at historical events and ideas that have oppressed communities of color and furthered the dominance of White culture. We will be intentionally uncomfortable and learn to sit with that discomfort.

Some of the questions we will ask include:

- Why is it so difficult to talk about race?
- How can I have privilege when I have worked hard for everything I have?
- How am I supposed to do something about racism? I'm not a racist!
- Why do diversity trainings leave me feeling guilty for being White?

The workshop will address these issues through a combination of interactive dialogue, focused discussion, applied-practice exercises, and small group work.

Learning Objectives

6. Define contemporary words and language about oppression and racism.
7. Examine the concepts of White privilege, fragility, and guilt.
8. Recognize and respond to feelings of pushback and internalized guilt.
9. Clarify the development of white culture and intersectionality with power.
10. Develop self-awareness and convert White guilt into inclusive action.