

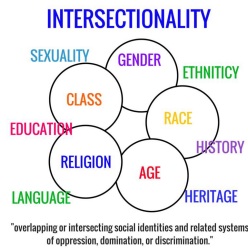
Intentional and Inclusive Leadership

Sources of Power Used by Leaders

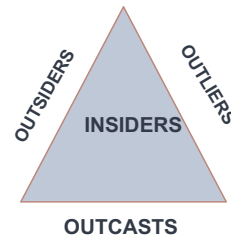
Power of the POSITION: <i>Based on things managers can offer to others.</i>		Power of the PERSON: <i>Based on how managers are viewed by others.</i>	
Rewards	• "If you do what I ask, I'll give you a reward."	Expertise	• As a source of special knowledge and information.
Coercion	• "If you don't do what I ask, I'll punish you."	Reference	• As a person with whom others like to identify.
Legitimacy	• "Because I am the boss, you must do as I ask."		

SAMPLE OF INTERSECTING IDENTITIES

The **interconnected** nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating **overlapping and interdependent systems** of advantage or disadvantage.



HOW INCLUSIVE IS YOUR LEADERSHIP?



- WHAT DOES YOUR UNIT LOOK LIKE?
- HOW MUCH LIKE YOU ARE THE PEOPLE IN YOUR ORGANIZATION/UNIT?
- WHO HAVE YOU HIRED?
- HAVE YOU MAINTAINED STEREOTYPES IN HIRING?
- HOW MUCH EFFORT DO YOU INVEST IN EXTENDING THE NET FOR YOUR UNIT?
- WHO DO YOU MENTOR/SPONSOR?
- WHO DO YOU RECOMMEND FOR OPPORTUNITIES?
- WHO DO YOU PROMOTE?

DISRUPTIVE EDUCATIONAL EQUITY PROJECT

<p>DIVERSITY</p> <p><u>Representation</u></p> <p>Measured through numbers and is usually tracked by <u>race, gender, sexual identity, age, neurodiversity, ability, education, & SES</u></p>	<p>BELONGING</p> <p><u>All people feel welcome across differences</u></p> <p>Manifested in <u>relationships, conversations, physical space & written word</u></p>	<p>INCLUSION</p> <p>Achieved when diverse communities are involved in <u>decision-making that impacts the policies and practices of the organization</u></p>	<p>EQUITY</p> <p>Structures of power & privilege <u>eliminate disparities of historically underrepresented groups</u></p>
<p>Diversity is asked to attend the party</p>	<p>A diversity of people feel welcomed and comfortable going to and being at the party</p>	<p>A diversity of people helped to plan the party</p>	<p>A diversity of people redefine what the party entails, who has the power to plan the party, and if there should be a party</p>

Takeaway Questions:



How can you impact inclusivity in your home, organization, or place of business?

Consider your role within the organization or community and consider what you can personally do to ensure DBIE. Even if you don't yet consider yourself a leader in that aspect of your life, you can take a change-making role in transforming the impact of inclusivity in the organization. For example, consider how as an administrative assistant, you might be tasked with sending official communications. What images did you select to represent your organization? What pronouns or names did you use? Consider how shifting these small things might make someone feel directly spoken to.



What does inclusivity look like for your home, organization, or place of business? How might that change in the future?

We're all starting from different places with different make-up of our organizations. Some of us may be fortunate, for example, to work at a non-profit where many of the board members are women, but perhaps that board is largely white. So an intentional practice of inclusivity may focus on race. Or, perhaps you read many books to your children, but all the protagonists share the same religion, so including more diverse representation in your home library may be inclusion.



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How are you going to encourage yourself to become a more intentional leader?

In thinking about the relationship between “claiming” and “granting” leadership identity, it is clear that leaders are not just recognized from the outside, but must see themselves as leaders. In what roles or responsibilities that you currently perform can you be more intentional about “claiming” a leadership identity? How might you ensure that this role is also inclusive?

Circles of Influence Question

To discuss with your circle:

Identify a specific practice you personally can take responsibility for to improve inclusion in your organization. Whether that organization is your family, your church community, or your business, what is the first concrete step you can take to promote diversity, belonging, inclusion and equity?