



Speaking Up & Out: Leadership Courage & Activism During Times of Fear

February 2, 2017

with: Mary-Frances Winters, Brittany J. Harris, Travis Jones, and Susan McCuiston

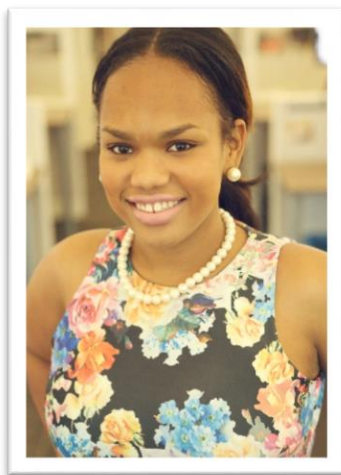
Presenters

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Let's Talk
About It!
Series



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Today, we will...

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- Provide a space for authentic dialogue
- Discuss the impact of our social & political climate on the workplace
- Explore the business case for engaging in dialogue and taking a stand
- Provide strategies for leading courageously, speaking up, and practicing self-care



Speaking Up & Speaking Out

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15 companies that took bold stands against Trump's immigration ban.

An exercise in putting people before profits.

POLITICS ►
Here's All the Business N.C. Has Lost
Because of Anti-LGBT Bill

These Brands Want You to Join the Women's March



Justin Trudeau ✓
@JustinTrudeau

Follow

To those fleeing persecution, terror & war, Canadians will welcome you, regardless of your faith. Diversity is our strength
[#WelcomeToCanada](#)

3:20 PM - 28 Jan 2017

426,082 764,057

MEDIA AT&T

Watch the CEO of AT&T – and new own explain why Black Lives Matter

An extraordinary speech from Randall Stephenson: "I'm not asking you to be t

BY PETER KAFKA | OCT 22, 2016, 2:13PM EDT

3p Weekend: In the Wake of Orlando Tragedy, Companies Step Up

by Mary Mazzoni on Friday, Jun 17th, 2016 CORPORATE RESPONSIBILITY

City council committee votes to dump Wells Fargo because DAPL ties

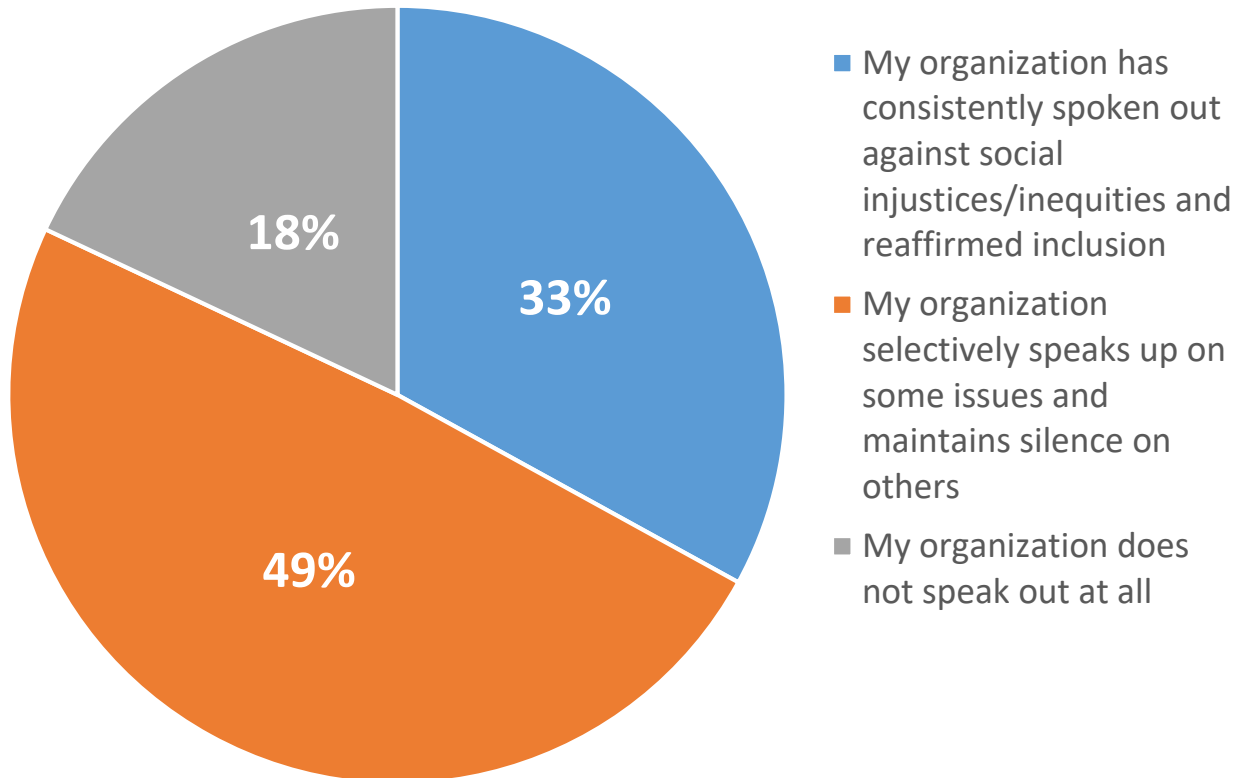
Updated: Feb 1, 2017 - 12:33 PM



Poll: Speak Up, Speak Out?

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To what extent has your organization spoken out in support of equity and inclusion?*



- My organization has consistently spoken out against social injustices/inequities and reaffirmed inclusion
- My organization selectively speaks up on some issues and maintains silence on others
- My organization does not speak out at all

Tweet:
#TWGSpeakUp



****Consider our current social, political climate and recent movements.**

**Actual responses from session*



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If you are neutral in situations of injustice, you have chosen the side of the oppressor.

If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality.

-Archbishop Desmond Tutu

Chat:
Do you agree or disagree with this quote?

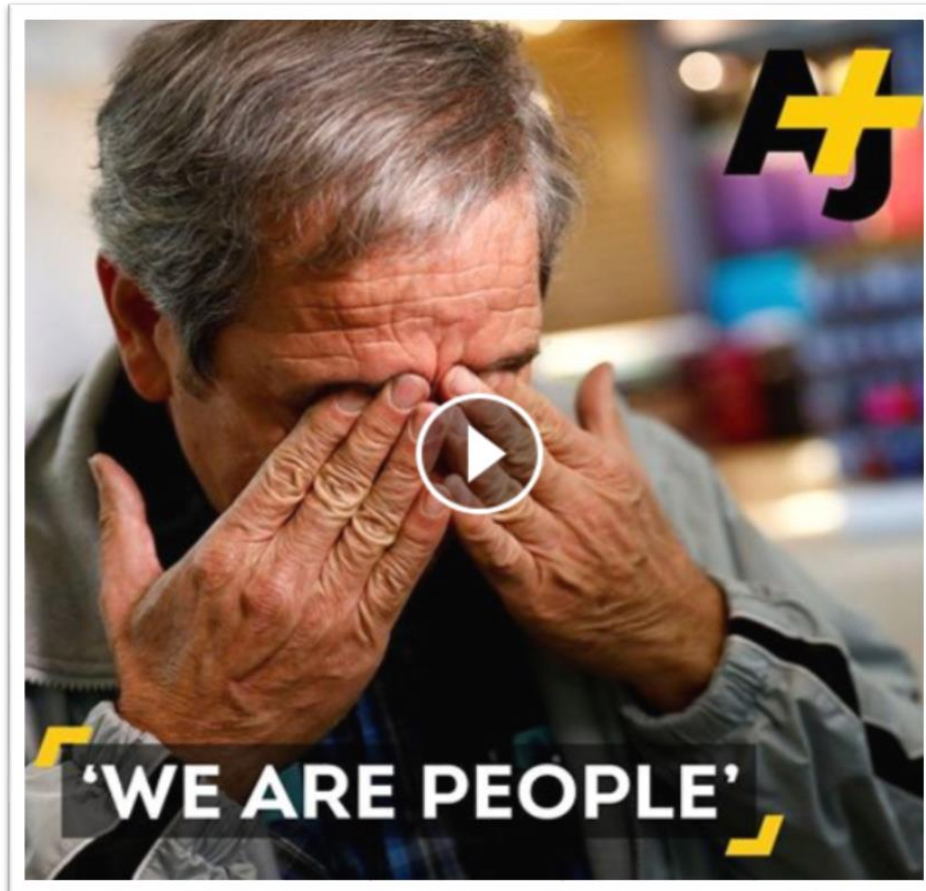
Is there such thing as maintaining 'neutrality' in situations of injustice and inequity?

Tweet:
#TWGSpeakUp



“We Are People”

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What emotions best
characterize how
you feel in this
current social &
political climate?

Video Link: <https://www.facebook.com/ajplusenglish/videos/891084561033052/>



We Bring Our Whole Selves to Work

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"As a Muslim doctor, I have patients who ask for a different physician because they do not want to be seen by a Muslim. I have colleagues who are visiting nurses, who have doors shut in their faces when they arrive for home health care services because of the color of their skin. We have to talk about these issues in the workplace." - Muslim doctor at large health care organization

"Our company sent out a statement after the Pulse Night Club shooting but have said nothing about the killings of unarmed black men. Why does one group deserve acknowledgment and sympathy and our group [African Americans] does not." -African American Employee

"I am Muslim, gay and from the Middle East. That is three strikes against me. When I am waiting for the train at the metro station I don't stand near the edge because I am afraid someone might push me in. I bring that fear to work with me every day. It does impact my ability to concentrate and do my best work" -Muslim, Gay Employee

"I have not been affected by these events at all. I could not have imagined the impact that it is having on you. It is shocking to me that you are fearful based on who you are." -White, male leader

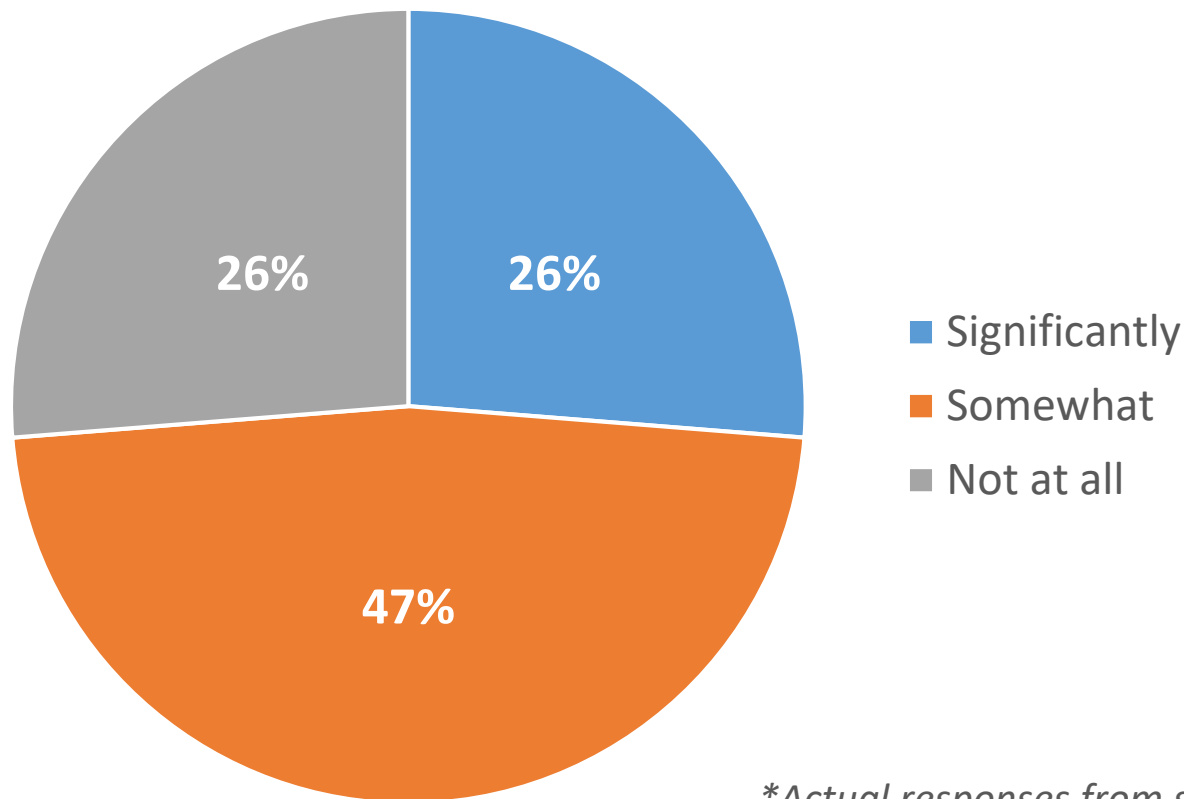
"I felt suffocated at work because there was no space to talk about and process events that's happened. I try to distract myself by keeping busy, but it wasn't effective. My productivity was at its all time low. I was suffering quietly on my own at my cubical." -African American Woman



Poll: Impact on Productivity

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To What Extent Have Recent Injustices
Impacted Your Productivity? *



**Actual responses from session*



The Business Imperative for Speaking Up

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- Psychological safety describes individuals' perceptions about the consequences of interpersonal risks in their work environment—**bringing their full, whole self**.
- Employees who are psychologically safe feel freely to **speak up about problems and tough issues**. One's perception of psychological safety is based on a belief about the group norm.



Source: Catalyst

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The Intersection of D&I & Social Justice: *Diversity 4.0*

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Diversity 4.0

Future
Sustainability

Diversity 3.0

2000s-Present

Diversity Helps Us
Compete:
The Business Case

Diversity 2.0

1980s-1990s

Can't We All
Get Along

Diversity 1.0

1960s-1970s

Stay Out of Trouble



Diversity 4.0: *Sustainability Defined*



- Sustainability is the long-term process of simultaneously pursuing:
 - Social equity, including workforce inclusion, Economic prosperity,
 - Environmental health,
 - Ethical behavior.

Sustainable development will enable future generations to live comfortably in a safe, clean, and healthy world that respects human work and aspirations. Its success depends on the understanding of interdependencies and the determination to make necessary changes today.



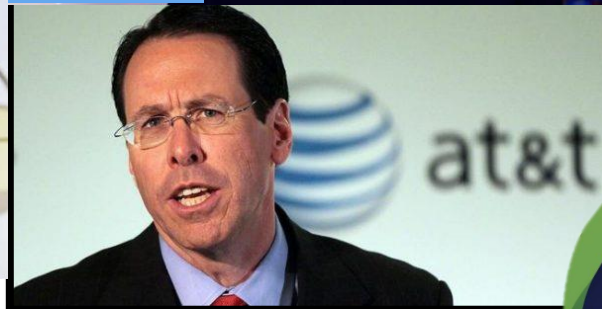
*Source: GDIB

What
can we
do?



Lead Courageously

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Chat:
How have you or
others, dealt with
polarizing issues in
your organization?



Leading Courageously in Polarized Times

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- Be courageous with your mind
- Lead with your heart; not just your head
- Create safe places and bold spaces
- Lead with your hand; not just your heart



Speaking Up: *Taking a Stand*



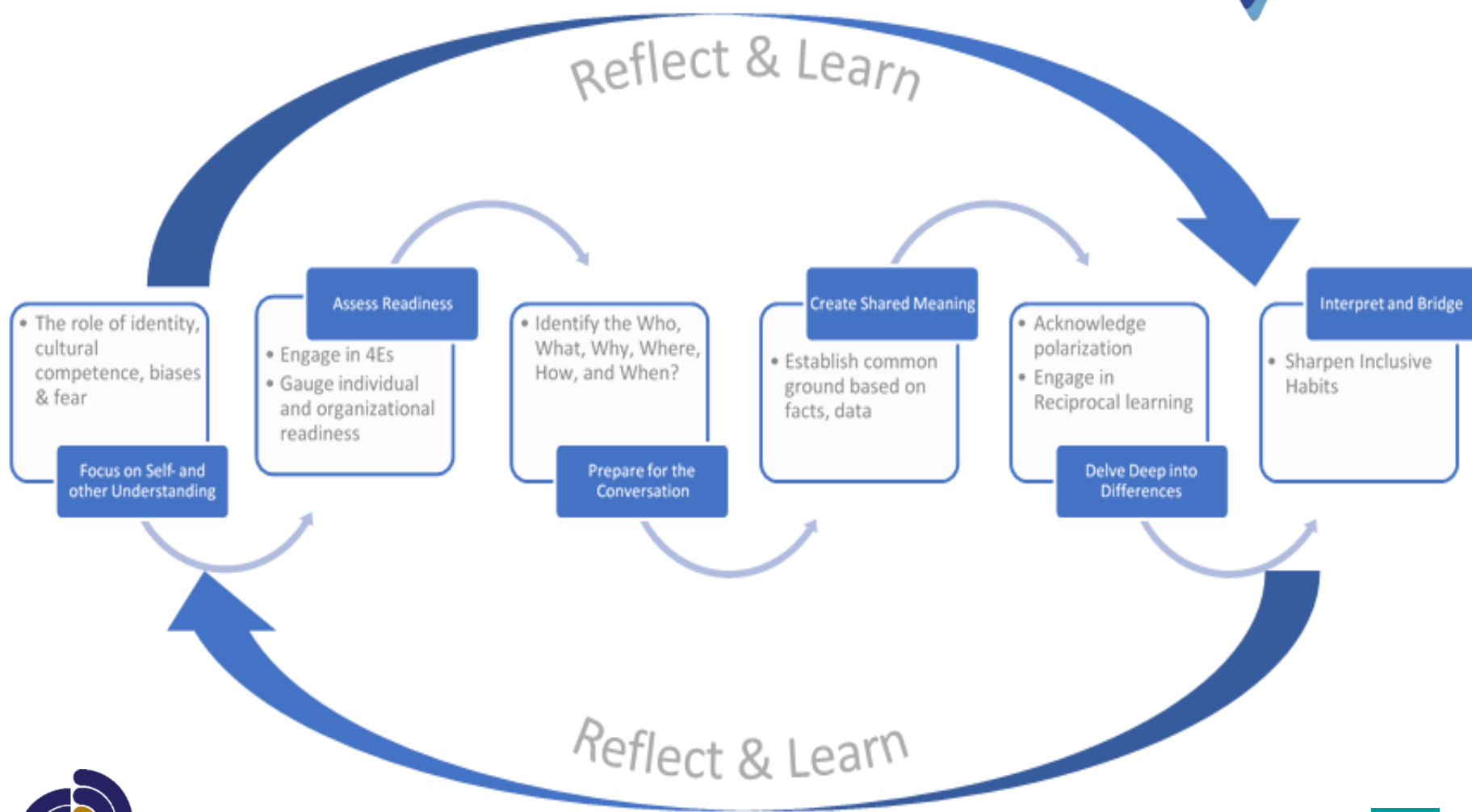
When speaking up, consider:

- Your goal
 - *What do you expect to accomplish?*
- Organizational policies and practices
 - *What is the risk or reward?*
 - *Level of trust?*
- Your own feelings
 - *What aspects of your identity or culture inform your position?*
- The level of polarization
 - *Are you capable of engaging individuals who have a different perspective? Can you separate the person from their position? Can you be patient with those who don't see your view?*
- Preparation
 - *Have you explored different viewpoints?*
 - *In-depth knowledge and understanding?*



Speaking Out: *Engaging in Bold Conversations*

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Speaking Up Can Take Its Toll

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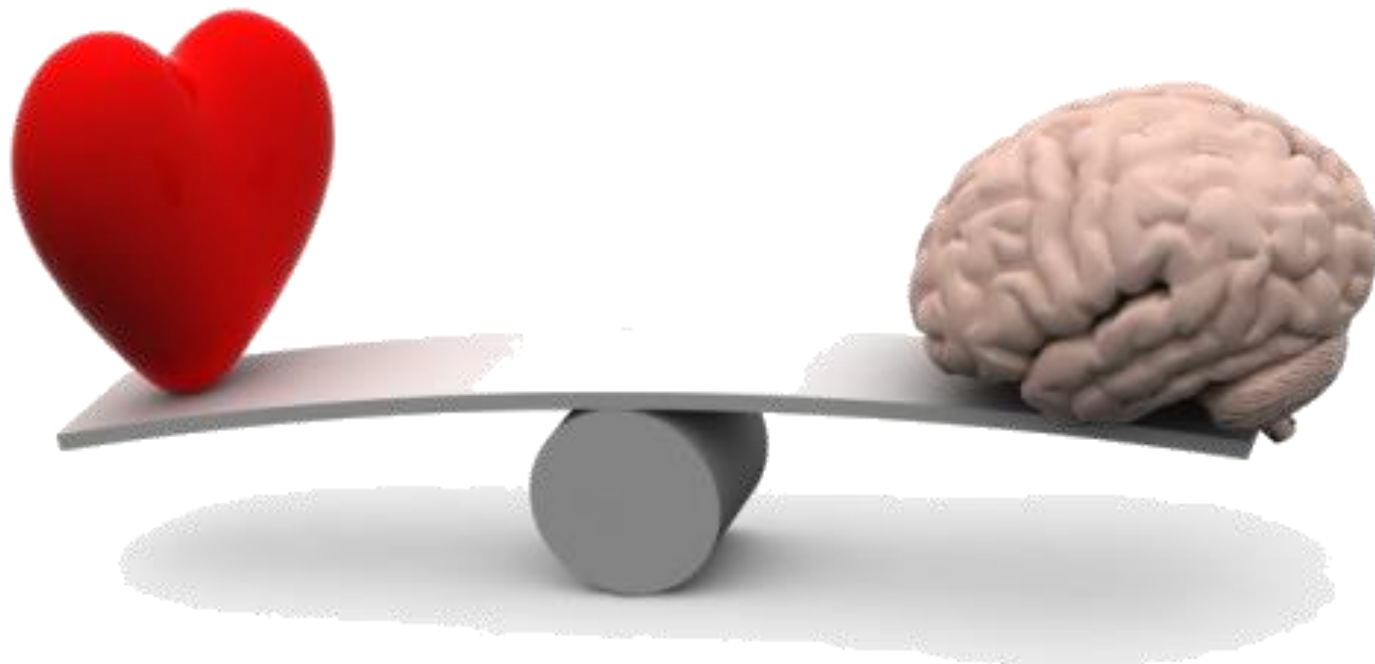
selfcare
is not cowardly

Chat:
**What are
some ways
you practice
self-care?**



Self Care: Head vs. Heart

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Source: HeartMath Institute, www.heartmath.org

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Self Care: In the heat of the moment

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- Step away
- Notice your feelings
- Practice mirroring
- Quick Coherence™



**Quick Coherence is a trademark of HeartMath*

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Tips for Taking Care

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- Limit yourself to one cause
- Consider what “standing up” looks like for you
- Stand for, not against
- Unplug
- Connect with a friend
- Journal
- Cultivate appreciation & gratefulness

be good to yourself



Speak Up and Out For Inclusion

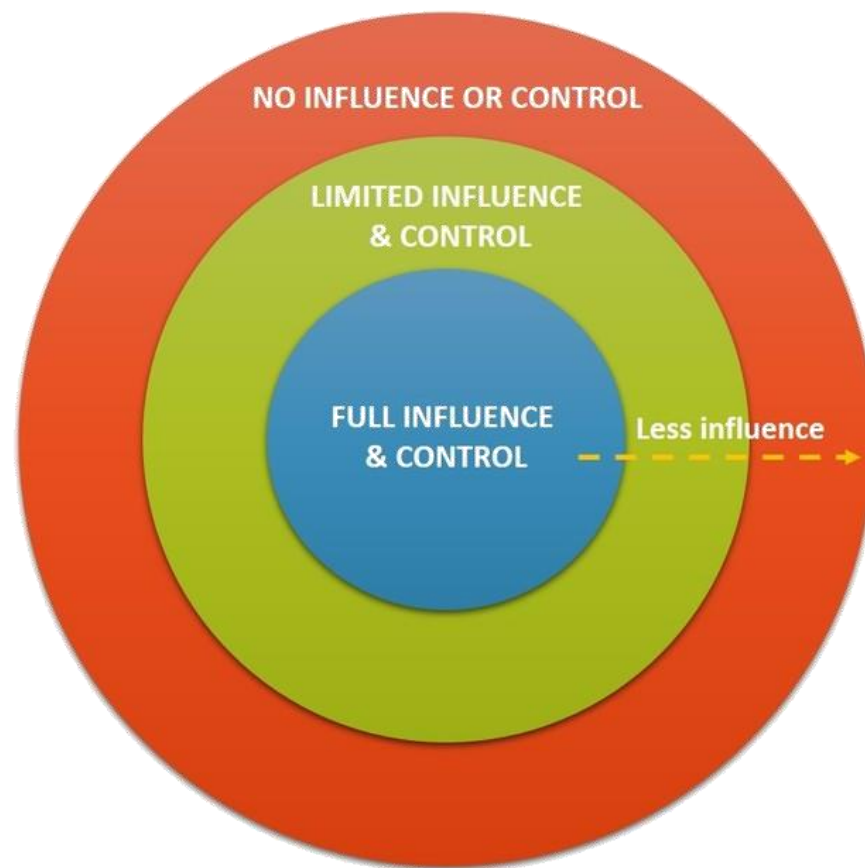


- Develop understanding of issues that do not impact you
- Support and engage with organizations that serve impacted communities
- Identify opportunities that create synergies between corporate and community (leverage ERGs)
- Be civically engaged: march, write your congress person, vote



Speak Up and Out For Inclusion

- Focus on affecting change within your sphere of influence
- Maximize on opportunities to formally communicate your position— *social media, blog, among family & friends*



Commit to Live Inclusively©



I commit to be intentional in living inclusively.

I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself, that I am better positioned to understand others.

I will acknowledge that I don't know what I don't know, but I will not use what is unconscious as an excuse.

I will be intentional in exposing myself to difference. If I don't know, I will ask. If I am asked, I will assume positive intent. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to speaking up and speaking out, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to accept, and not just tolerate; respect, even if I don't agree; and be curious, not judgmental. I commit to pausing and listening. I will be empathetic to the experiences and perspectives of my "others." I will use my privilege positively, and get comfortable with my own discomfort.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind my commitment to live inclusively is a journey, not a destination.



Coming Soon: A Guide for Bold, Inclusive Conversations

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A GUIDE FOR BOLD, INCLUSIVE CONVERSATIONS

disability identity homophobia transsexual islamophobia di
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WE CAN'T TALK ABOUT THAT AT WORK!

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HOW TO TALK ABOUT
**RACE, RELIGION,
POLITICS, AND OTHER
POLARIZING TOPICS**

MARY-FRANCES WINTERS



Thank You! Keep In Touch...

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