Leading in Colour:
being and staying inclusive,
diverse and fair: session for
strategic leaders

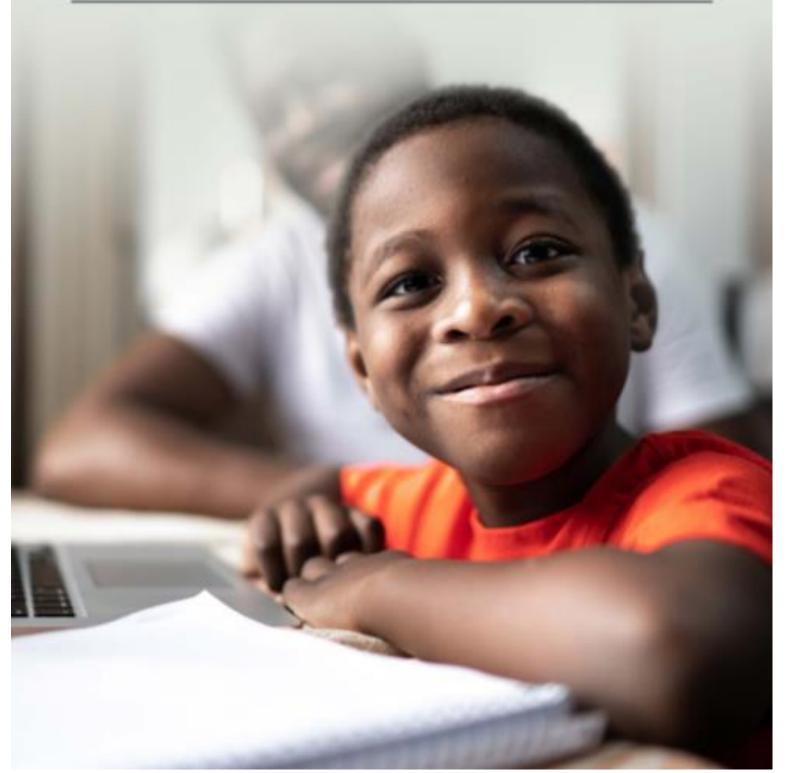


Welcome back from Rose and Meera



'We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now...Procrastination is still the thief of time.™

Martin Luther King Jnr



So what will YOU do next?





Safe and Sound

'I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel' (attributed to Maya Angelou)





Take a moment on your own:

- What had real meaning for you from what you've heard and thought about?
- What surprised you and what challenged you?
- What's taking shape for you about making sure everyone knows everyone matters:

Everyone has agency, belongs and is encouraged to contribute?



'Everyone knows everyone matters'

Inclusive leadership organisations are characterised by people:

- Having a joining mindset seeing value in co-creation, achieving more together...
- Showing respect to everyone regardless of positional power everyone is treated with dignity and respect. Recognises people have life outside work ...and understand discrimination isn't just 9-5, Monday to Friday
- Being seen, safe and heard a welcoming culture appreciates who people are, values difference and understands what it contributes
- Belonging everyone feels safe to speak up, share ideas, bring different perspectives
- Confident to speak up recognises that leaders and expertise exist at every level and encourages
 collaboration
- Being brave and bold no longer waiting for others to initiate, contribute leadership where they can

Adapted from 'Hallmarks of Inclusive Leadership', Judith Katz and Frederick Miller, 2012







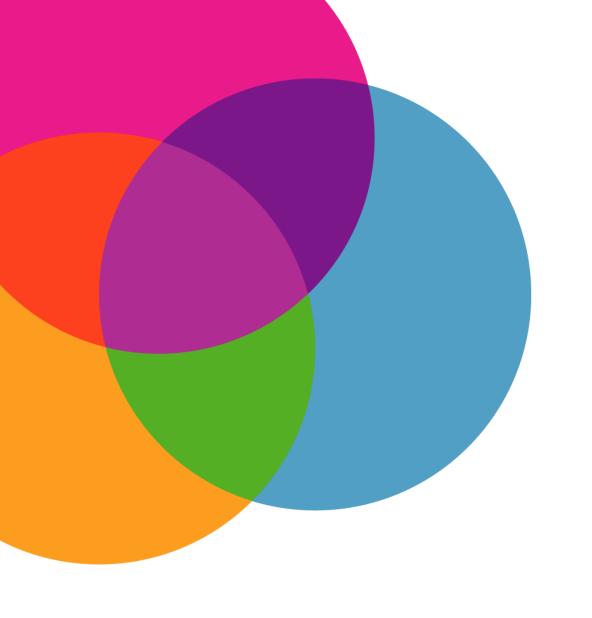
Build the change by being the change:

- What you permit, you promote
- What you allow, you encourage
- What you condone, you own



Leadership Reflection and Action Questions

- As a leader am I 'building a new inclusive space' or just expecting different results without changing that space for everyone?
- What does our inclusive organisation look like, feel like and behave like what is my leadership role in 'making it a better space for everyone'?
- What would our data around multi-dimensional racism look like and how could we use this council wide and with our partners to create fairer communities?
- How am I building psychological safety and how can I address issues of psychological white denial in myself and in others?
- How can I become a more culturally competent and inclusive leader?
- How am I supporting staff and our communities with the trauma of racism?
- Where am I on the bystander to upstander journey: What will I do now? What help would I appreciate? What support can I offer to others in this space?



Feedback

EVALUATION

We would appreciate any feedback you have on this session:

https://3n5uxs9crck.typeform.com/to/eCR93qWC

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Thank You from Rose and Meera

