

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

Welcome back from Rose and Meera

January 2022

Staff  
College





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***'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.'***<sup>98</sup>

Martin Luther King Jnr

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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>

# Contact Us

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Thank You from Rose and Meera

