

How can you facilitate inclusivity as a leader?

1. Recognize that identities matter

Intersectionality – our privileged and disadvantaged identities interconnect and interact with complex systems of power, creating inequality in access to opportunity and resources

Consider how racism, classism, sexism, heterosexism, transphobia, sizeism/fatphobia, ableism, ageism, religious discrimination, linguisticism, etc. can form multiple layers of oppression for one person

Affects experiences, challenges, and the lens through which one sees the world.

People may feel pressure to conform (code switching, masking, passing, etc.) This is exhausting, but necessary to survive in today's world. Be honest about the risks of being authentic and speaking truth in this world full of discrimination.

A decision that doesn't seem important to you could be VERY important to another person based on circumstances or identity.

2. Identify obstacles to inclusion and work to dismantle them

Ask important questions – Who is here? Who is not here?, Who has the most power? Whose ideas will be taken less seriously?

Examine policies, processes, and structures for bias and rewrite if needed

Implicit bias - unconscious bias we inherit from culture – media, curriculum, etc.
- Awareness, deconstruction, and replacement

Microaggressions - everyday verbal, nonverbal, and environmental slights, snubs, or insults (whether intentional or unintentional) which communicate hostile, derogatory, or negative messages to persons based solely upon their marginalized group membership. Positions the dominant culture as "normal" and let's the person know they are perceived as "other" and don't belong.

Symbolic Space – Are people with privileged identities talking too much and preventing others from being heard? How can you create a "container" that is equitable?

Accessibility - Are structures/buildings/seating/bathroom accessibility/reading materials/cost/etc. preventing some groups from accessing this space?

3. Work on yourself – keep learning and skill building!

Self-assess for cultural competency

Where are the gaps in your knowledge? How will you fill in those gaps?
Readings, podcasts, workshops, building friendships, museums, etc.

Nuance! Be careful not to stereotype, make assumptions, or tokenize.

Self-Awareness – What is it like to be on the other side of me?

How do my identities and experiences show up in my leadership?

Seek out diverse mentor/mentee relationships

Communication skills

Active listening

Be careful not to diminish, dismiss, or silence

Humility - Admit when you don't know something

Ask questions for clarification

Emotional self-regulation

Receive feedback gracefully and gratefully and do better next time

Give appreciation, affirmation, and support readily

Watch your language and humor - offensive language, diminutives,
disparaging humor

Just because nobody has complained about you being offensive
doesn't mean that you haven't been.

Transparency – Be clear about your goals/intentions and the things you
consider when making decisions

Collaboration – diverse and equitable teams are better at solving problems

Accountability – How will you hold yourself accountable? Make a plan

“If you are not being actively inclusive, you are being passively exclusive.”

– Kevin Patterson

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