

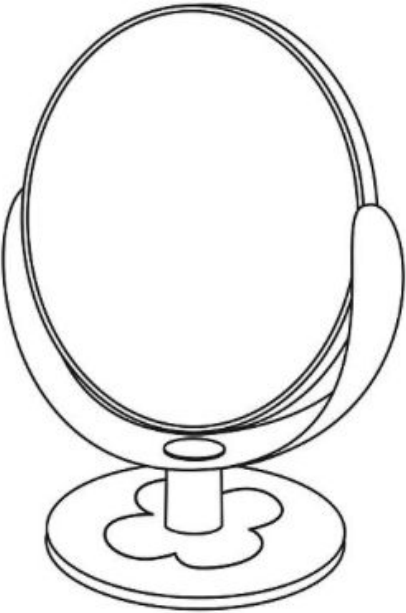
deap

A large, stylized logo for the word "deap". The letters are in a dark grey, serif font. A horizontal olive-green bar is positioned below the letters, from which a network of thin, branching roots extends downwards. The roots are a lighter shade of olive green.

deap

A smaller version of the "deap" logo, featuring the same serif text, olive-green bar, and branching roots.

# The Window vs The Mirror



# ENGAGING OUR STORIES FOR LEADERSHIP

*“Not everything that is faced can be changed, but nothing can be changed until it is faced.” –  
James Baldwin*

*Everyone thinks about changing the world, but no one thinks of changing himself.  
- Leo Tolstoy*

*“Most of us are about as eager to be changed as we were to be born, and go through our  
changes in a similar state of shock.”  
– James Baldwin*

*“To fail greatly is to achieve greatly”- RFK*



# Norms

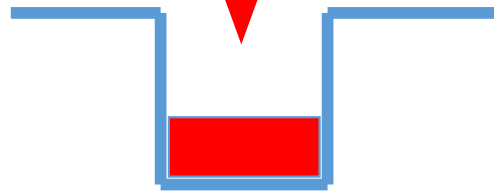
- Be present
- Assume good intentions and take responsibility for impact
- Be able to express as much vulnerability as you are willing to offer.
- Be open to another perspective.
- Be ready to actively listen.
- Expect and Accept Non-Closure.
- Confidentiality
- Step Up/ Step Back



# Adaptive and Technical Challenges

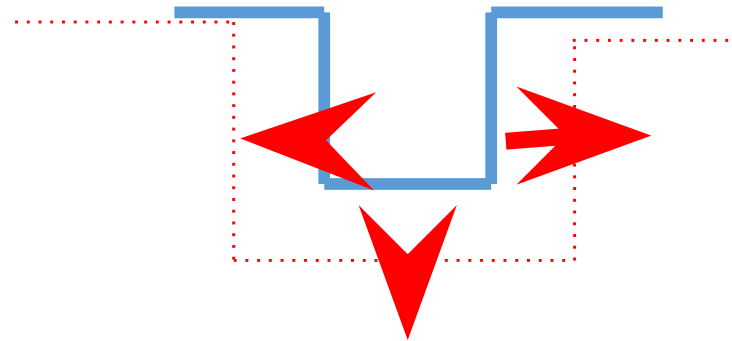
**Technical** Challenges  
require

information



**Skill-set Shift**

**Adaptive** Challenges require  
transformation.



**Mindset Shift**



\* Heifetz, R. and Laurie, D. [The work of leadership](#). *Harvard Business Review*, Dec. 2001.

*If there is no struggle there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground; they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and it never will.*

- Frederick Douglas



**Diversity** is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, education, economic background.

**Diversity:** “You’ve been asked to the party.”

**Inclusion** is the participation. Inclusion is most often measured by action and perception and is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

**Inclusion:** “You’ve been asked to help plan the party.”

**Equity** is fairness in procedures, processes, and the distribution of resources. Equity exists when disparities in the outcomes experienced by historically under-represented populations have been eliminated. Equity requires changing structures of power and privilege

**Equity:** “Redefines what it means to plan the party and who has the power to influence and invite people to the party...it redistributes power.”

THEME	MICROAGGRESSION	MESSAGE
<p><b>Alien in Own Land</b></p> <p>When Asian Americans and Latino Americans are assumed to be foreign-born</p>	<p>“Where are you from?”  “Where were you born?”  “You speak English.”</p> <p>A person asking an Asian American to teach them words in their native language.</p>	<p>You are not American  You are a foreigner</p>
<p><b>Ascription of Intelligence</b></p> <p>Assigning intelligence to a person of color on the basis of their race.</p>	<p>“You are a credit to your race.”  “You are so articulate”</p> <p>Asking an Asian person to help with a Math or Science problem</p>	<p>People of color are generally not as intelligent as Whites.  It is unusual for someone of your race to be intelligent.  All Asians are intelligent and good in Math/Sciences.</p>
<p><b>Color Blindness</b></p> <p>Statements that indicate that a White person does not want to acknowledge race.</p>	<p>“When I look at you, I don’t see color”  “America is a melting pot.”  “There is only one race, the human race”</p>	<p>Denying a person of color’s racial/ethnic experiences.  Assimilate/acclaculturate to the dominant culture.  Denying the individual as a racial/cultural being.</p>
<p><b>Criminality—Assumption of Criminal Status</b></p> <p>A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes.  A store owner following a customer of color around the store.  A White person waits to ride the next elevator when a person of color is on it.</p>	<p>You are a criminal.  You are going to steal/You are poor/You do not belong/You are dangerous</p>

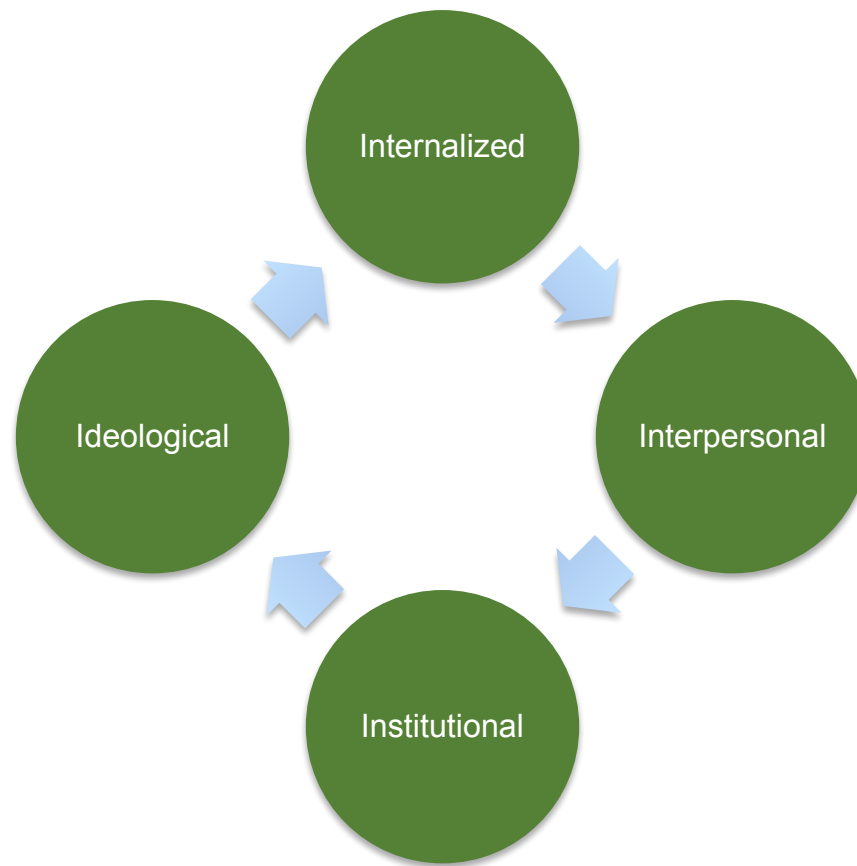




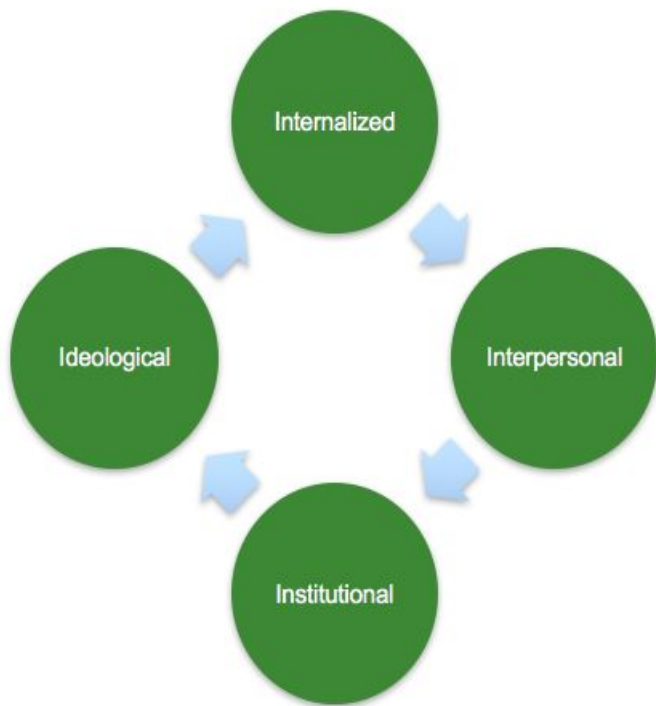
THEME	MICROAGGRESSION	MESSAGE
<p><b>Denial of Individual Racism</b></p> <p>A statement made when Whites deny their racial biases</p>	<p>“I’m not a racist. I have several Black friends.”  “As a woman, I know what you go through as a racial minority”</p>	<p>I am immune to racism because I have friends of color.  Your racial oppression is no different than my gender oppression. I can’t be racist. I’m like you.</p>
<p><b>Myth of Meritocracy</b></p> <p>Statements which assert that race does not play a role in life successes.</p>	<p>“I believe the most qualified person should get the job”  “Everyone can succeed in this society, if they work hard enough”</p>	<p>People of color are given extra unfair benefits because of their race.  People of color are lazy and/or incompetent and need to work harder.</p>
<p><b>Pathologizing Cultural Values/Communication Styles</b></p> <p>The notion that the values and communication styles of the dominant/White culture are ideal</p>	<p>Asking a Black person: “Why do you have to be so loud/animated? Just calm down.”  To an Asian or Latinx person: “Why are you so quiet? We want to know what you think. Be more verbal. Speak up more.”  Dismissing an individual who brings up race/culture in work/school setting.</p>	<p>Assimilate to dominant culture.  Leave your cultural baggage outside.</p>

THEME	MICROAGGRESSION	MESSAGE
<p><b>Second-Class Citizen</b></p> <p>Occurs when a White person is given preferential treatment as a consumer over a person of color.</p>	<p>Person of color mistaken for a service worker</p> <p>Having a taxi cab pass a person of color and pick up a White passenger</p> <p>Being ignored at a store counter as attention is given to the White customer behind you</p> <p>“You people...”</p>	<p>People of color are servants to Whites. They couldn’t possibly occupy high-status positions.</p> <p>You are likely to cause trouble and/or travel to a dangerous neighborhood.</p> <p>Whites are more valued customers than people of color.</p> <p>You don’t belong. You are a lesser being.</p>
<p><b>Environmental Microaggressions</b></p> <p>Macro-level microaggressions, which are more apparent on systemic and environmental levels</p>	<p>A college or university with buildings that are all names after White heterosexual upper class males.</p> <p>Television shows and movies that feature predominantly White people, without representation of people of color.</p> <p>Overcrowding of public schools in communities of color</p> <p>Overabundance of liquor stores in communities of color</p>	<p>You don’t belong/You won’t succeed here.</p> <p>There is only so far you can go</p> <p>You are an outsider/You don’t exist</p> <p>People of color don’t/shouldn’t value education</p> <p>People of color are deviant</p>
<p><b>How to Offend without Trying</b></p>	<p>Asking a Black person: “Why do you have to be so loud/animated? Just calm down.”</p> <p>To an Asian or Latinx person: “Why are you so quiet? We want to know what you think. Be more verbal. Speak up more.”</p> <p>Dismissing an individual who brings up race/culture in work/school setting.</p>	

# Systemic Racism- The 4 I's



# The Buzz Words



Ideology- White Privilege, White Supremacy, Whiteness, Systemic Oppression, Structural Racism.

Internalized- Implicit Bias, Unconscious Bias.

Interpersonal- Macroaggression, Microaggression, Stereotype threat.

Institutional- Policies/Practices, Race.



What water have you swallowed?

