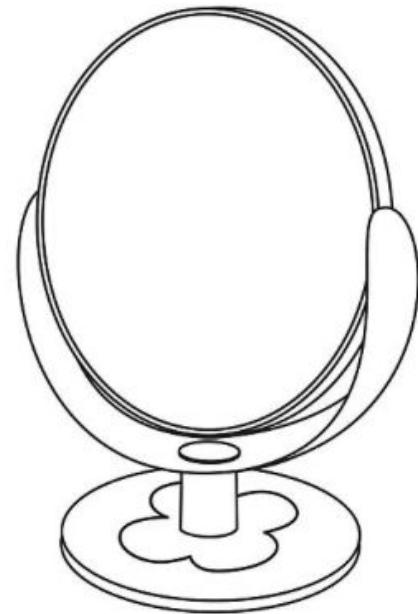


deəp



# The Window vs The Mirror

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deəp  
A stylized illustration of a small green tree with a single trunk and several roots visible at the base, growing out from under the letters of the word "deəp".

# 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

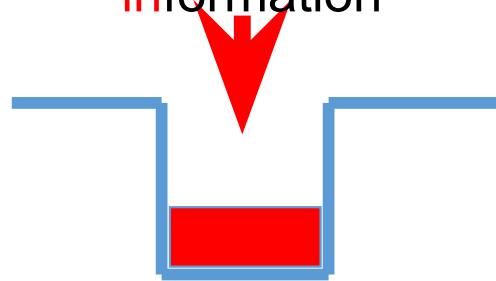
- Be present
- Assume good intentions and take responsibility for impact
- Be able to express as much vulnerability as you are willing to offer.
- Be open to another perspective.
- Be ready to actively listen.
- Expect and Accept Non-Closure.
- Confidentiality
- Step Up/ Step Back



# Adaptive and Technical Challenges

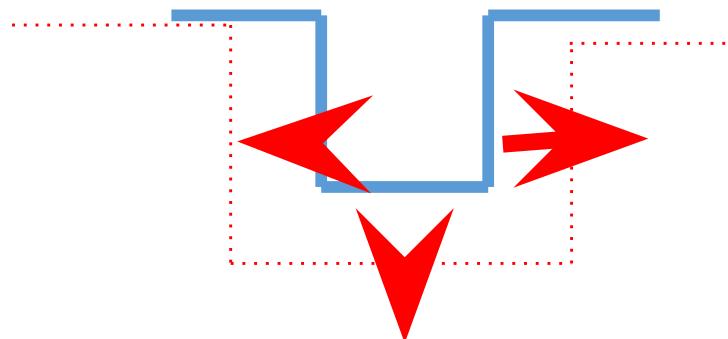
**Technical Challenges**

require  
information



**Skill-set Shift**

**Adaptive Challenges require  
transformation.**



\* 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.”

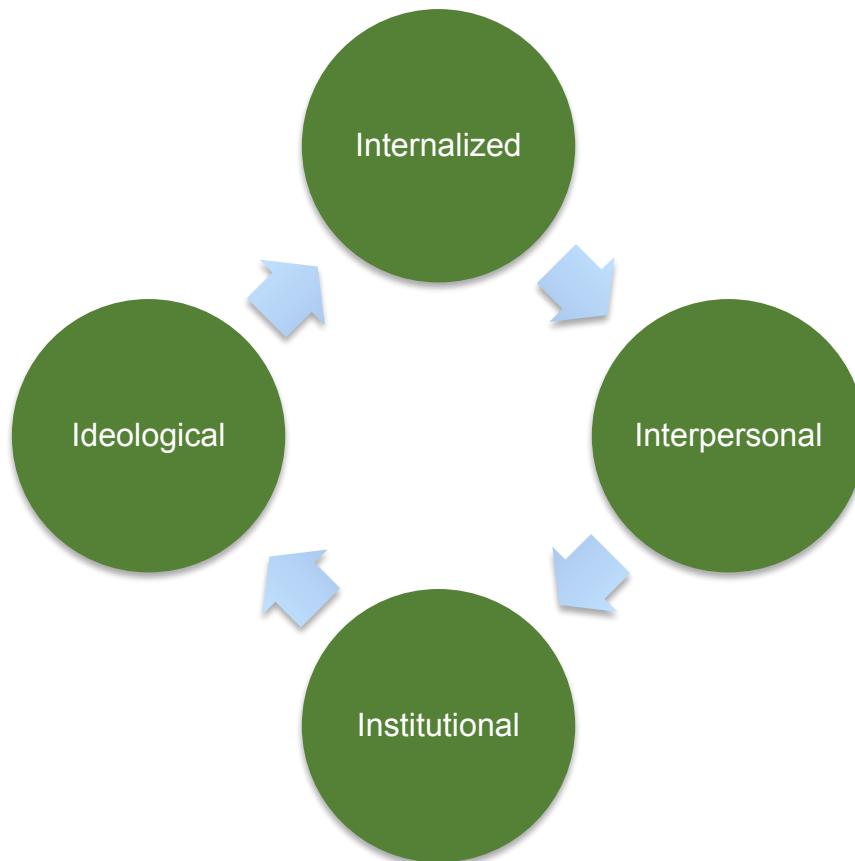
THEME	MICROAGGRESSION	MESSAGE
<b>Alien in Own Land</b>  When Asian Americans and Latino Americans are assumed to be foreign-born	"Where are you from?" "Where were you born?" "You speak English."  A person asking an Asian American to teach them words in their native language.	You are not American You are a foreigner
<b>Ascription of Intelligence</b>  Assigning intelligence to a person of color on the basis of their race.	"You are a credit to your race." "You are so articulate"  Asking an Asian person to help with a Math or Science problem	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.
<b>Color Blindness</b>  Statements that indicate that a White person does not want to acknowledge race.	"When I look at you, I don't see color" "America is a melting pot." "There is only one race, the human race"	Denying a person of color's racial/ethnic experiences.  Assimilate/acculturate to the dominant culture.  Denying the individual as a racial/cultural being.
<b>Criminality—Assumption of Criminal Status</b>  A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.	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.	You are a criminal.  You are going to steal/You are poor/You do not belong/You are dangerous

deep

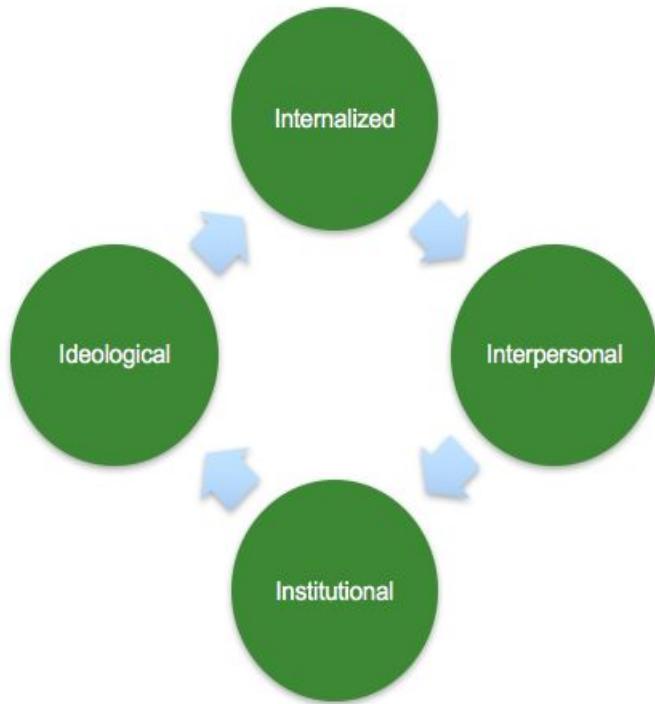
THEME	MICROAGGRESSION	MESSAGE
<b>Denial of Individual Racism</b>  A statement made when Whites deny their racial biases	"I'm not a racist. I have several Black friends." "As a woman, I know what you go through as a racial minority"	I am immune to racism because I have friends of color.  Your racial oppression is no different than my gender oppression. I can't be racist. I'm like you.
<b>Myth of Meritocracy</b>  Statements which assert that race does not play a role in life successes.	"I believe the most qualified person should get the job" "Everyone can succeed in this society, if they work hard enough"	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.
<b>Pathologizing Cultural Values/Communication Styles</b>  The notion that the values and communication styles of the dominant/White culture are ideal	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.	Assimilate to dominant culture. Leave your cultural baggage outside.

THEME	MICROAGGRESSION	MESSAGE
<b>Second-Class Citizen</b>  Occurs when a White person is given preferential treatment as a consumer over a person of color.	Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you “You people...”	People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and/or travel to a dangerous neighborhood. Whites are more valued customers than people of color. You don't belong. You are a lesser being.
<b>Environmental Microaggressions</b>  Macro-level microaggressions, which are more apparent on systemic and environmental levels	A college or university with buildings that are all names after White heterosexual upper class males. Television shows and movies that feature predominantly White people, without representation of people of color. Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color	You don't belong/You won't succeed here. There is only so far you can go You are an outsider/You don't exist People of color don't/shouldn't value education People of color are deviant
<b>How to Offend without Trying</b>	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.	

# 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?

