

interculturalist

Who Is Leading Your D&I Initiative?

Let's Talk About the WHO of D&I Leadership

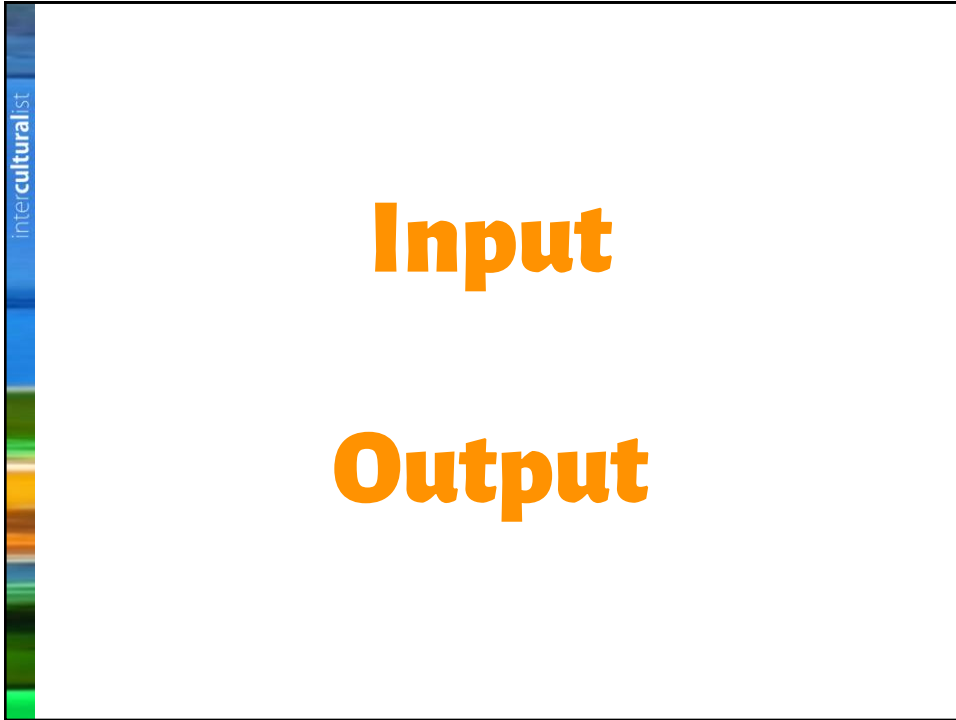
Akiko Maeker



interculturalist

Learning Outcomes


- Learn a new framework for designing effective D&I initiatives
- Shift perspectives from focusing only on the WHAT and HOW of D&I initiatives to including the WHO of D&I leadership
- Learn: How do you know you are an effective D&I leader?





What = Diversity =
numbers, representations, policies, visibilities

- What is diversity?
- What kinds of people do we want to hire?
- What are the policies?
- What do we need to do?




How = Inclusion =
culture, voice, relationships, integration

- How can we make our organization inclusive?
- How do we include?
- How do we make everyone feel included?
- How do we know when we achieved inclusion?




Let's talk about the "Who" of D&I leadership

- Who initiated the D&I initiative?
- Who are running the D&I initiative?
- Who are the D&I champions?
- Who are you?




**To think about the
"Who" we need to
know...**

The logo for Interculturalist, featuring a vertical bar with a rainbow gradient and the word "interculturalist" written vertically in white text.

D&I work is not about:

- "Fixing"
- "Solving"
- "Being done"


The logo for Interculturalist, featuring a vertical bar with a rainbow gradient and the word "interculturalist" written vertically in white text.

D&I work is about:

- "Transforming"
- "Improving"
- "Developing"



Now, the “WHO”...
**A D&I leader is someone
who can transform,
improve, and develop.**



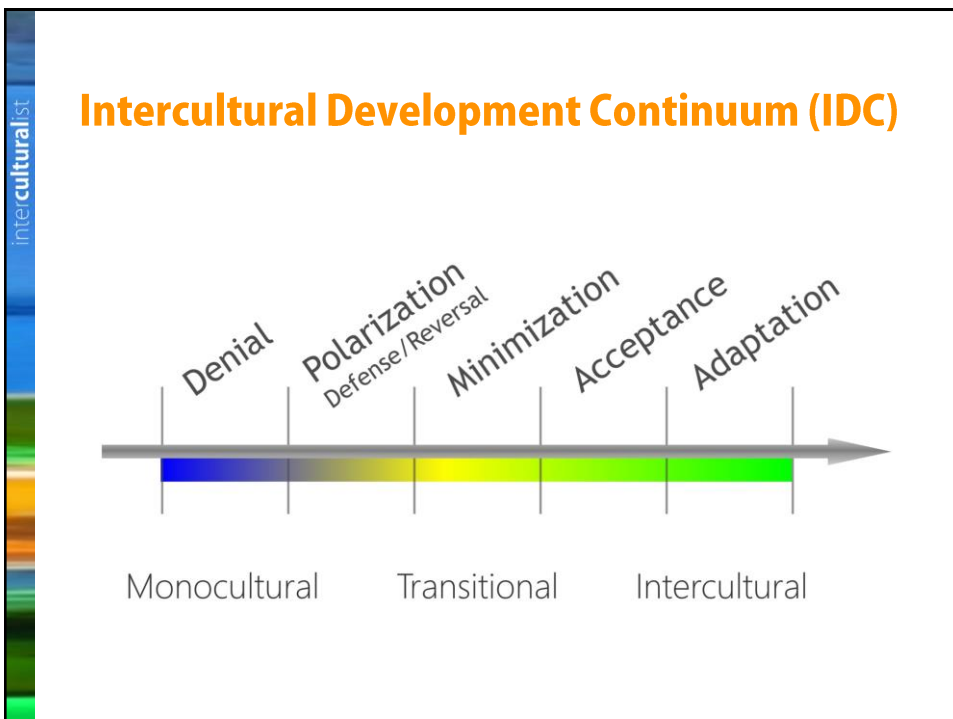
**Use the Intercultural
Mind and Heart Model
to see the “WHO” from
the balcony**

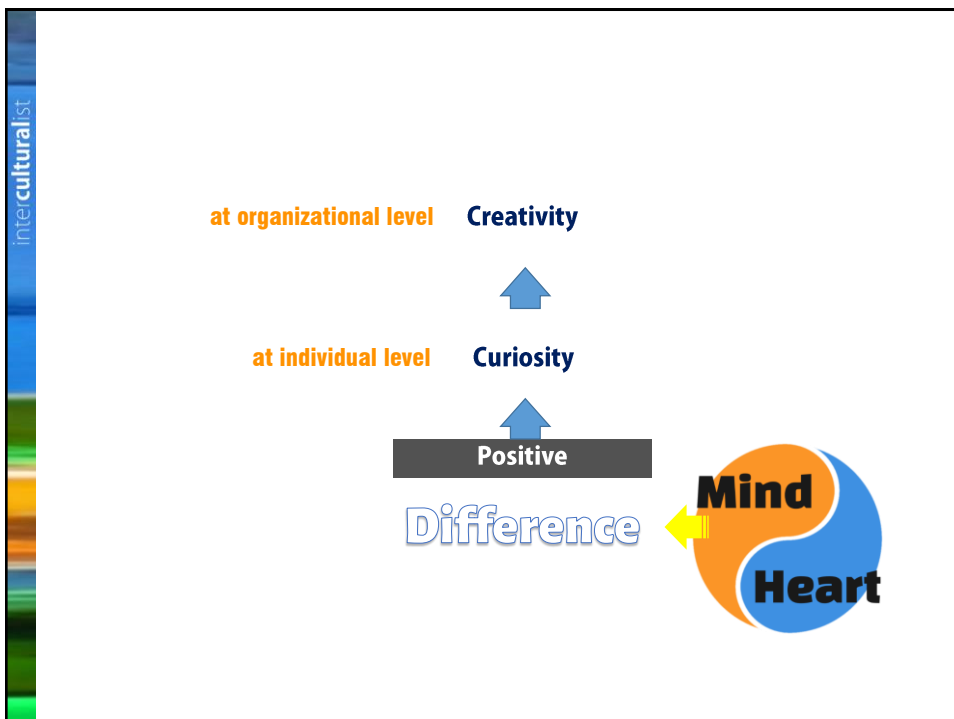
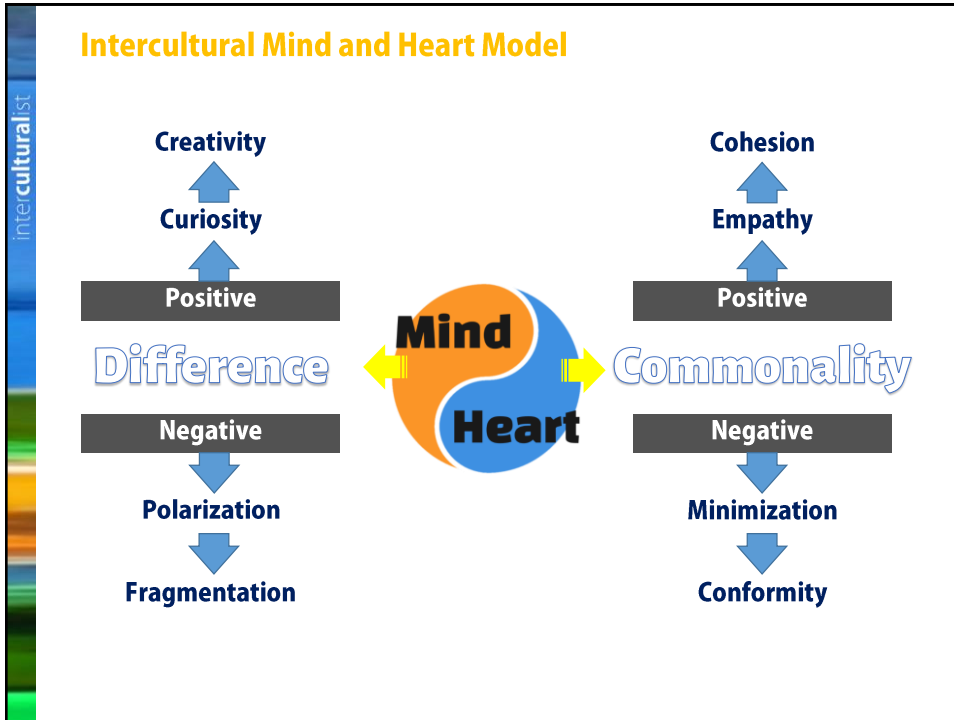
interculturalist

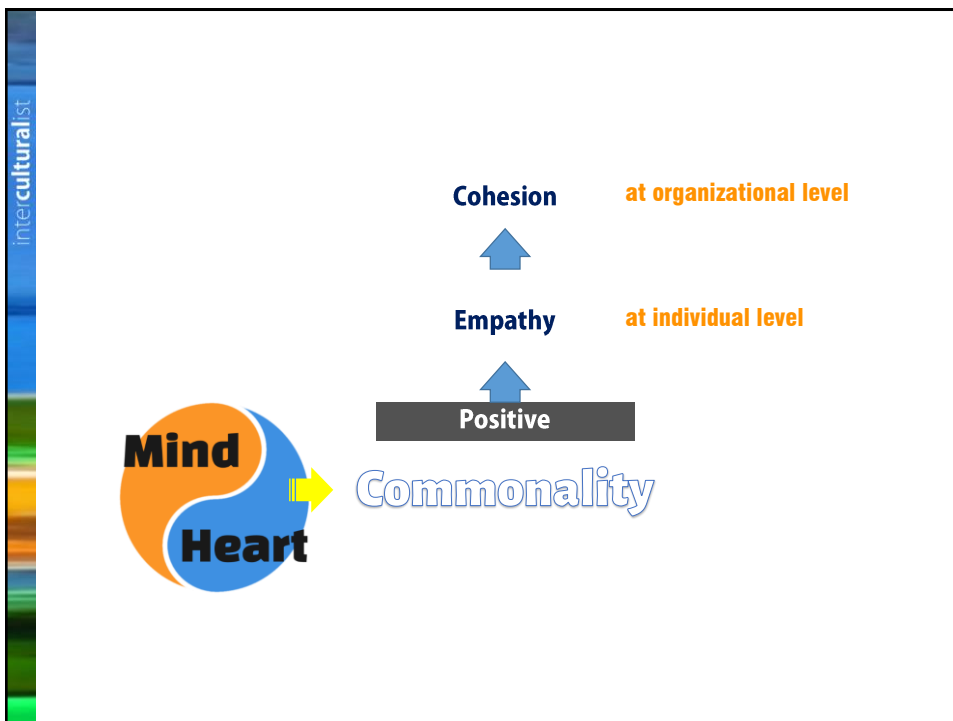
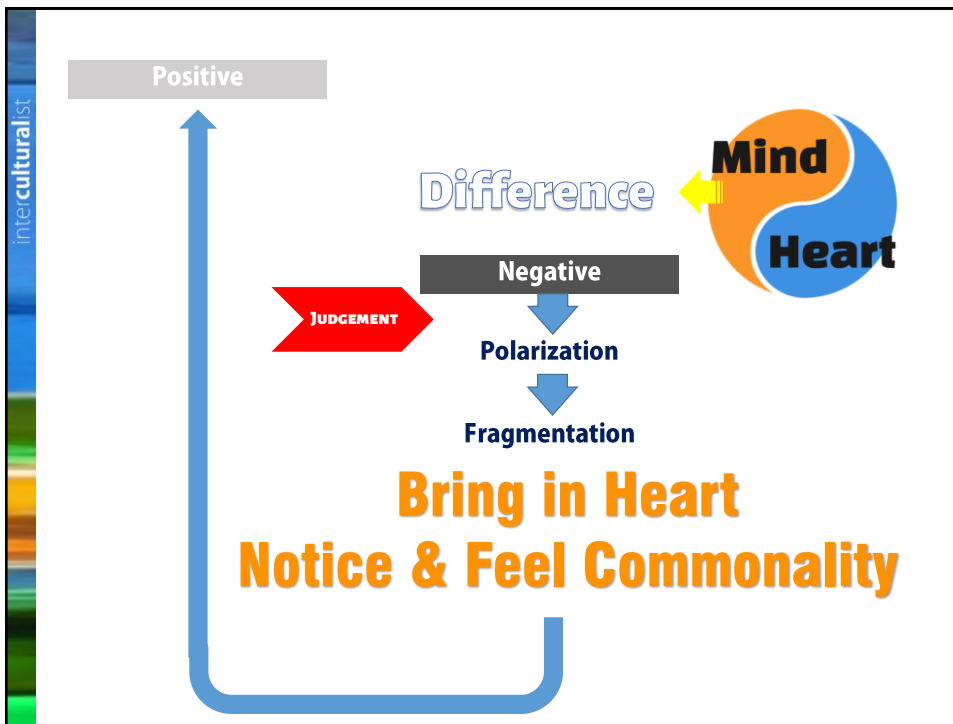
Backstory:

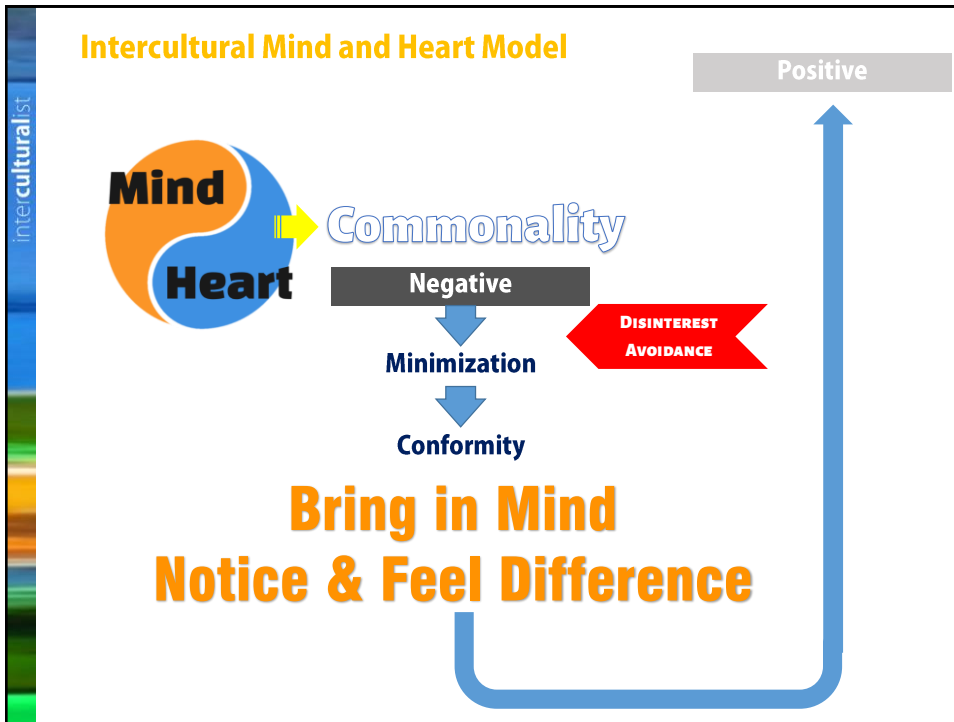
Intercultural Development Continuum

Taking an intercultural learning and development approach










interculturalist

Exercise #1 (group):
Identify Polarization and Minimization

Case: "White Fragility is Racial Violence" by Amelia Shrover


The slide contains the text for Exercise #1, which is a group exercise to identify polarization and minimization. The case study mentioned is "White Fragility is Racial Violence" by Amelia Shrover. The Interculturalist logo is visible on the left side of the slide.



Exercise #2 (group):
**Imagine Polarization
approach and Minimization
approach**

Case: "St. Paul school kisses
Valentine's Day, other 'dominant
holiday's' goodbye" by Paul Walsh

**Do you support the decision? Why or why not?
(from each orientation)**




Exercise #3 (group):
**Imagine an Intercultural
Mind an Heart approach**

This is a time to imagine freely
and safely.

**Do you support the decision? Why or why not?
Don't try to come up with "The Solution."**



Intercultural MIND Questions	Intercultural HEART Questions
<ul style="list-style-type: none">▪ Does it address diversity?▪ Does it encourage creativity?▪ Does it evoke curiosity?▪ Does it bring out difference in a positive way?	<ul style="list-style-type: none">▪ Does it address inclusion?▪ Does it encourage cohesion?▪ Does it evoke empathy?▪ Does it bring out our commonality in a positive way?



Exercise #4 (individual):
Reflect on Your Mind and Heart

1. What did you notice about yourself during the group discussions?
2. What did you think about or feel during the group discussions?
3. Which is your dominant driver, your mind or hear, when thinking about D&I work?
4. What are some ideas for strengthening your weaker driver?
5. What are the key take-aways from this workshop that you will utilize in your future D&I work?

interculturalist

Thank you!

Email:
akiko@interculturalist.com

www.interculturalist.com

Find us on Facebook and on
Twitter: [@Intrculturalst](https://twitter.com/Intrculturalst)

