We Lead Book Club

- Check In
- Review
- Conversation Starter
- Breakout Rooms
- Conclusion
How is Everyone?
Change

STAGES OF CHANGE

PRE-CONTEMPLATION
no intention on changing behaviour

CONTEMPLATION
aware a problem exists but with no commitment to action

UPWARD SPIRAL
learn from each relapse

RELAPSE
fall back into old patterns of behaviour

MAINTENANCE
sustained change; new behaviour replaces old

ACTION
active modification of behaviour

PREPARATION
intent on taking action to address the problem
Chapter 7: Authenticity & Conformity

• Acknowledge the racist and sexist remarks.

• Comments on p. 161 about POC being “overly sensitive”. I feel as if the author is telling women and people of color to not be so sensitive to ignorance and bigotry.

• I would like to see more peer-reviewed research regarding the effectiveness of diversity and inclusion training. (comment on p. 156, n=1)
Microaggressions

• Microaggression is a term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

• They are insults based on stereotypes of a population.

• “A tall, impeccably dressed, extremely well-spoken Afro-Caribbean man...” (Hewlett, p. 148).

• He is well dressed and well spoken for what? A Black man?
As women, when we enter a space, we have to assess it for respect and safety purposes.

People of color, especially women of color, have the extra burden of fitting in.

As the author stated, “For people of color, it means expending energy to repress ethnic identifiers in appearance, speech, behavior, and background” (Hewlett, p. 151).

What if we were able to use our time being our amazing selves and creating amazing ideas, instead of spending time trying to fit into the space?
Opening Question

Let’s talk about ways we conform at work.

Explain how our conformity helps us.

In what ways are we holding back?

Is it preventing us from being our best selves?
Breakout Session 1: Consider All the Ways You Are Unique:
- Race/Ethnicity
- Gender
- Religion
- Sexual Orientation
- SES
- Hobbies
- Education/credentials
- Relationships
- Experience, etc.
Then discuss how all of these are your strengths.
Breakout Session 2: Personal Values

Review the list and choose your top 3 values.


Discuss how you are able to incorporate your values into your work. How does doing so impact your view of work?
Personal Strengths + Personal Values = Your authentic self

Think about how your multiple lenses, various areas of your personality, and who you are could benefit you in your position, your contributions to the university, and the students.

Being role models so our children and students see people who look like them in professional and/or leadership positions.
Concluding Thoughts

• The CTI research revealed “females and multicultural employees hold the key to innovating more effectively” for their companies. p. 165.

• You offer unique perspectives.
Summary

• Reflect on what you learned today.
• Make a plan.
• Inquire about We Lead membership Heather Varela: Hvarela@shsu.edu
• Feedback about the presentation, Lisa Chaddick: LChaddick@shsu.edu
• Save the date: April 7, speaker Teri Bump, 12-1:30 p.m.
• Start thinking about future book club books (e.g., genres, fiction)