

# We Lead Book Club



- Check In
- Review
- Conversation Starter
- Breakout Rooms
- Conclusion



How is Everyone?

# Review

Chapter 1 Executive Presence

Chapter 2 Gravitas

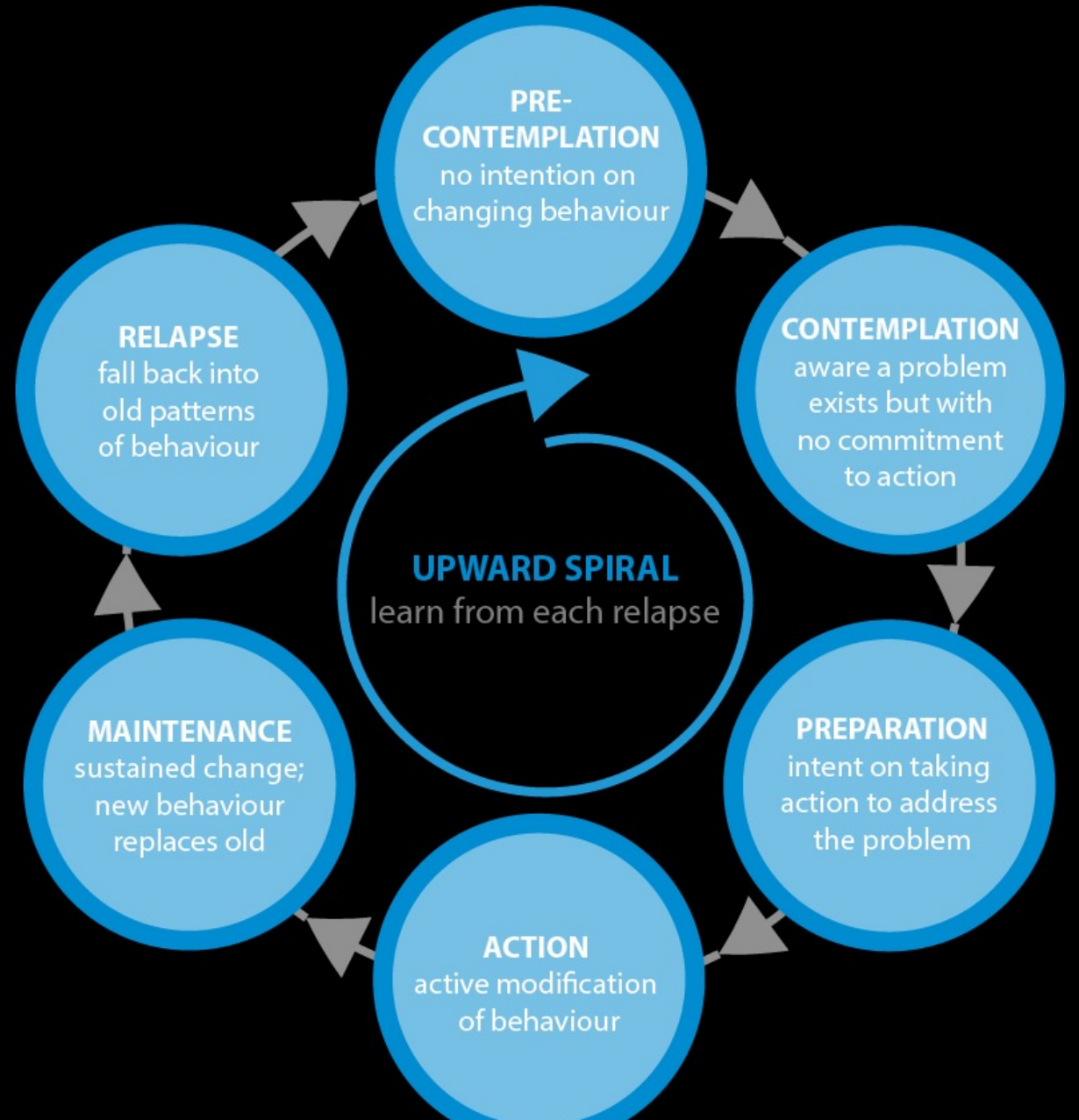
Chapter 3 Communication

Chapter 4 Appearance

Chapters 5 Feedback & 6 Walking the Tightrope

# Change

## STAGES OF CHANGE



# 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)



# Micro- aggressions

- 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 and POC

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

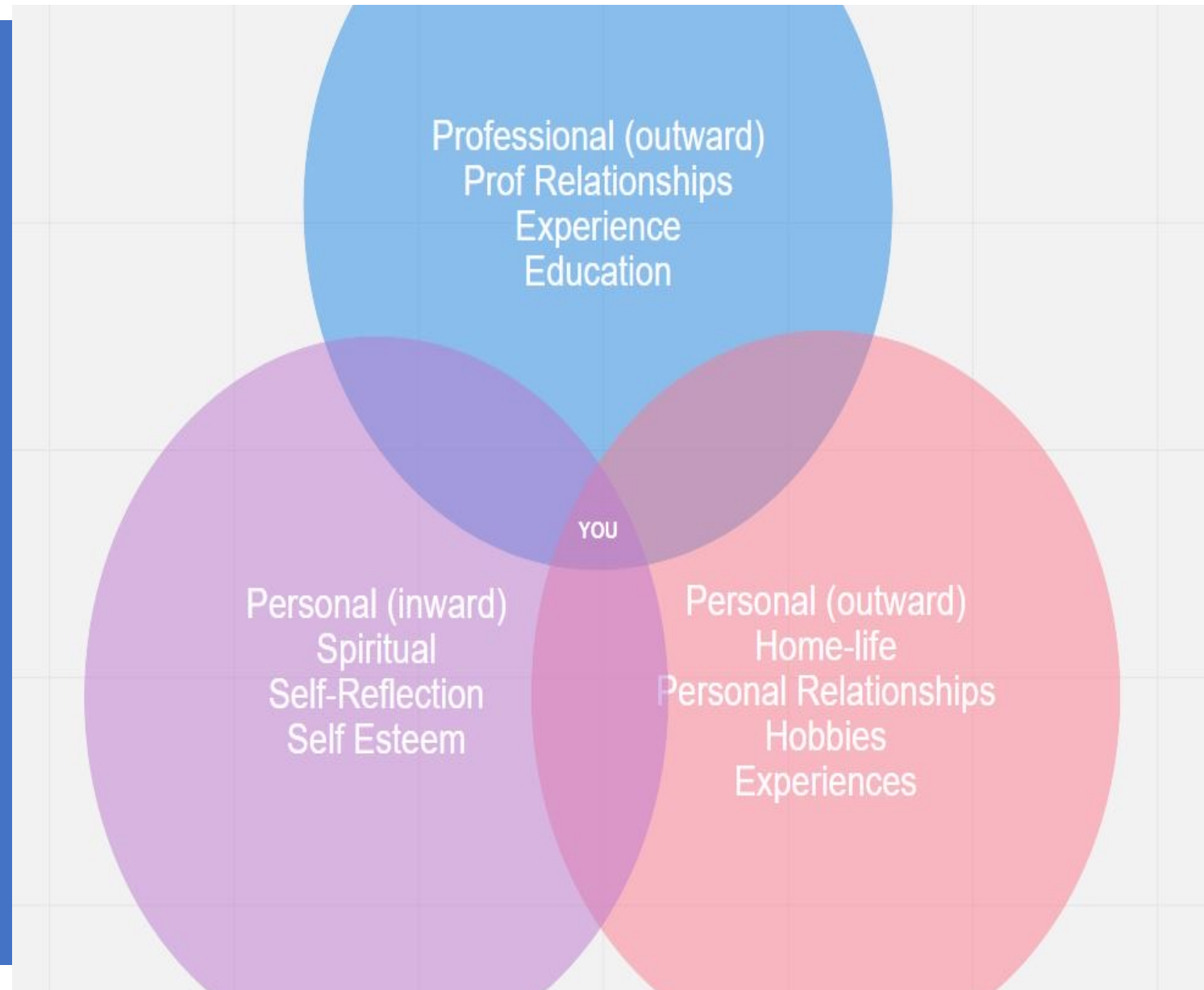
Hobbies

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.



<https://daretolead.brenebrown.com/wp-content/uploads/2019/02/Values.pdf>



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](mailto:Hvarela@shsu.edu)
- Feedback about the presentation, Lisa Chaddick: [LChaddick@shsu.edu](mailto: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)