

# Working Across Differences for Organizational Change

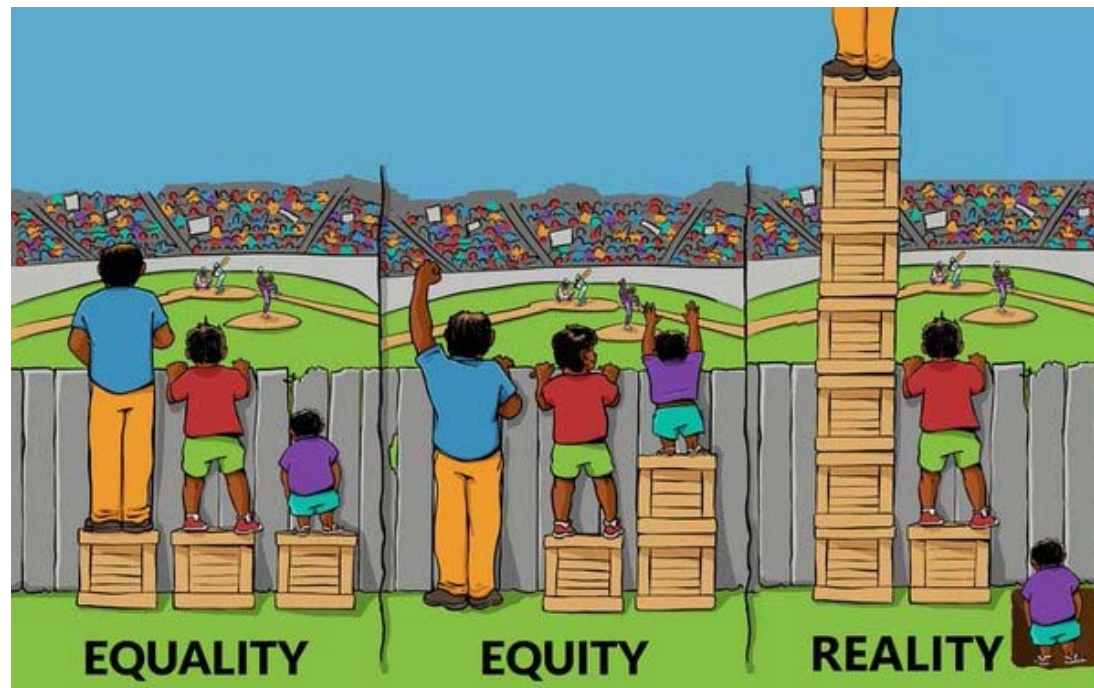
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Kad Smith



# Learning Objectives

- ◆ Name your challenge, vision and opportunities to create more equity in a group or organization.
- ◆ Learn and apply communication skills, group process, analysis of structures & planning.
- ◆ State your role in making the change.

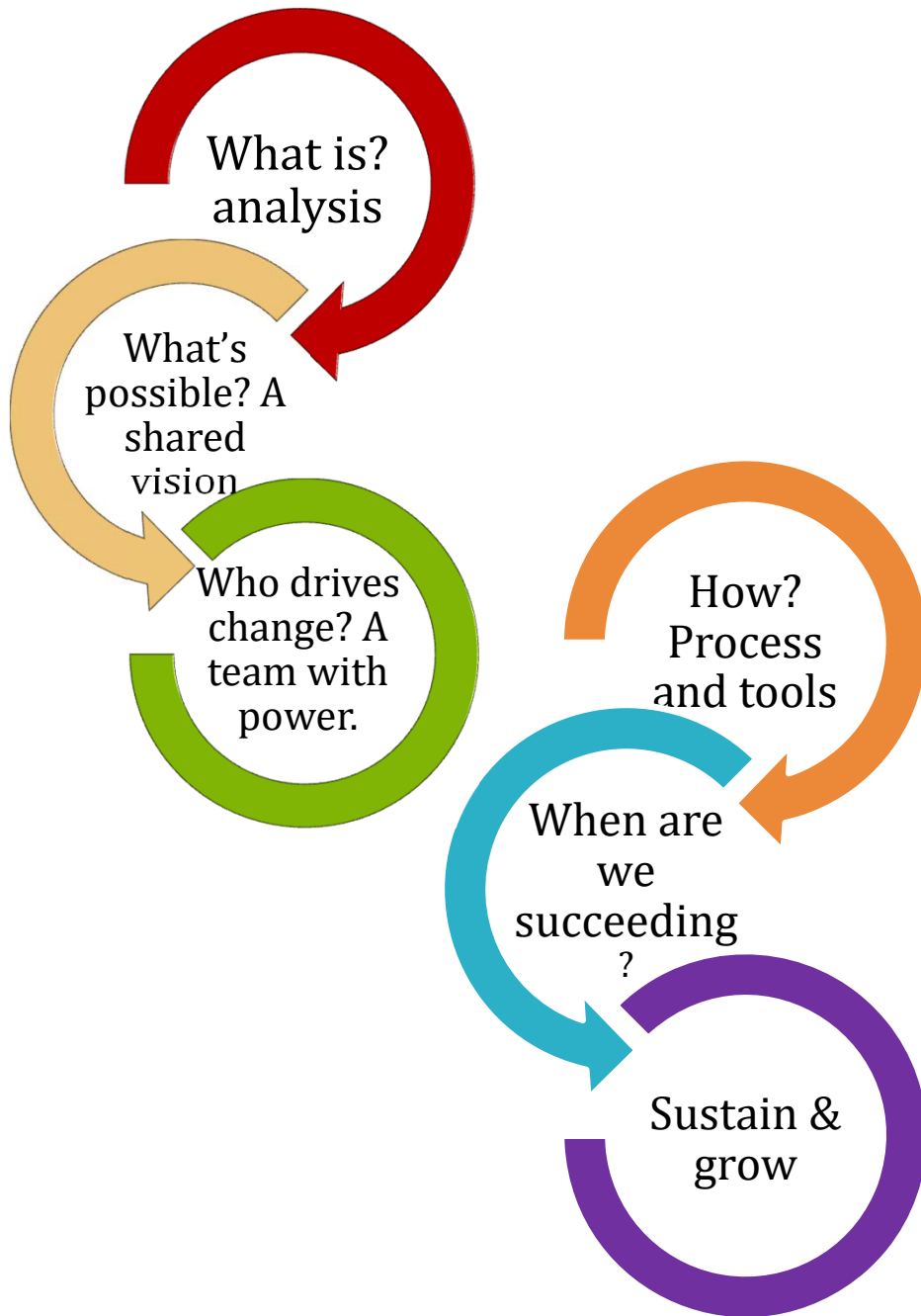
Introductions: Name, Role &  
1 thing your organization does to create equity  
through its' mission & work.





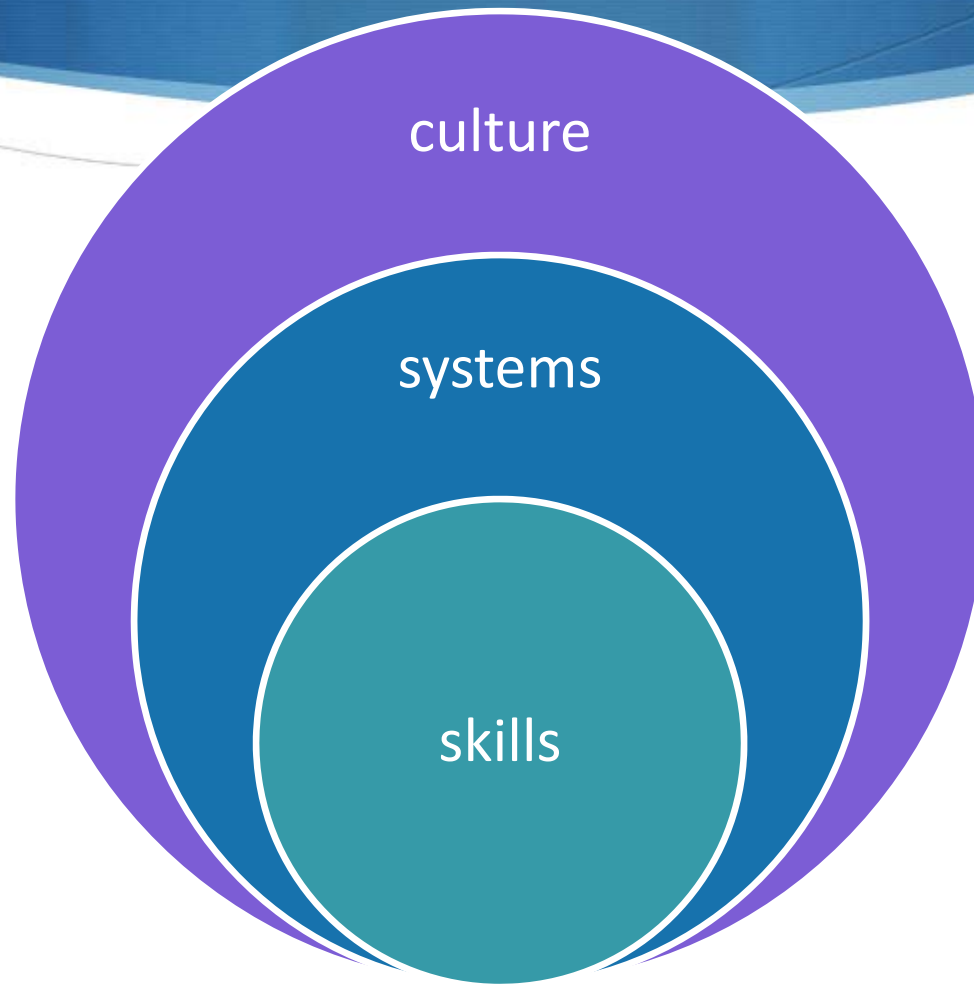
“We are the leaders we’ve been waiting for”  
Grace Lee Boggs

# How change happens

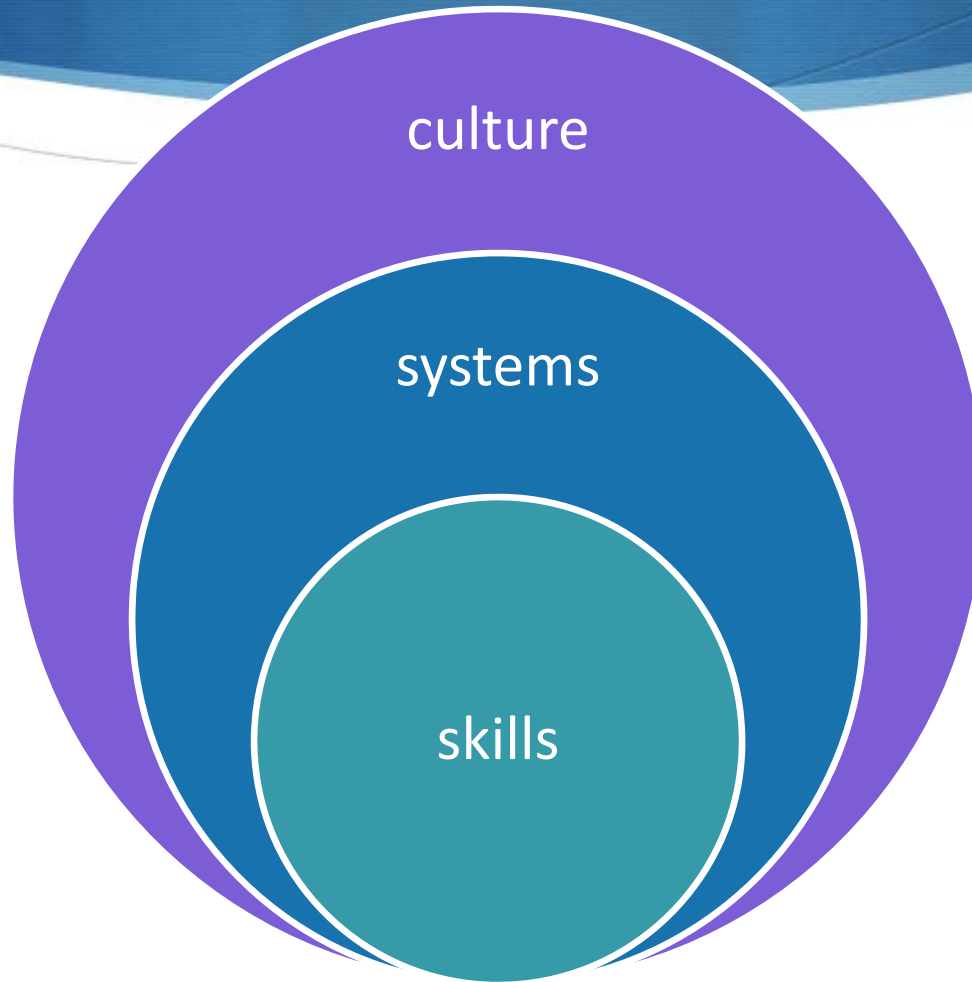




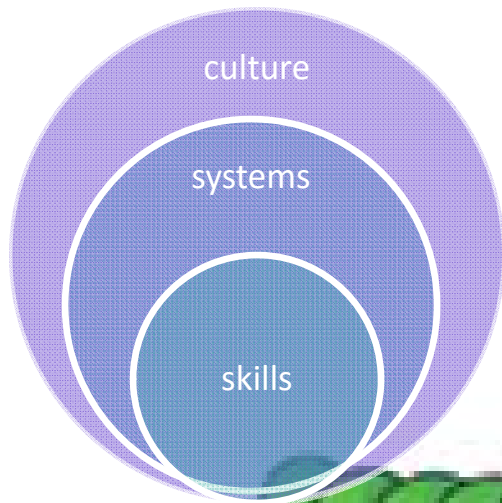
# What is supporting equity?



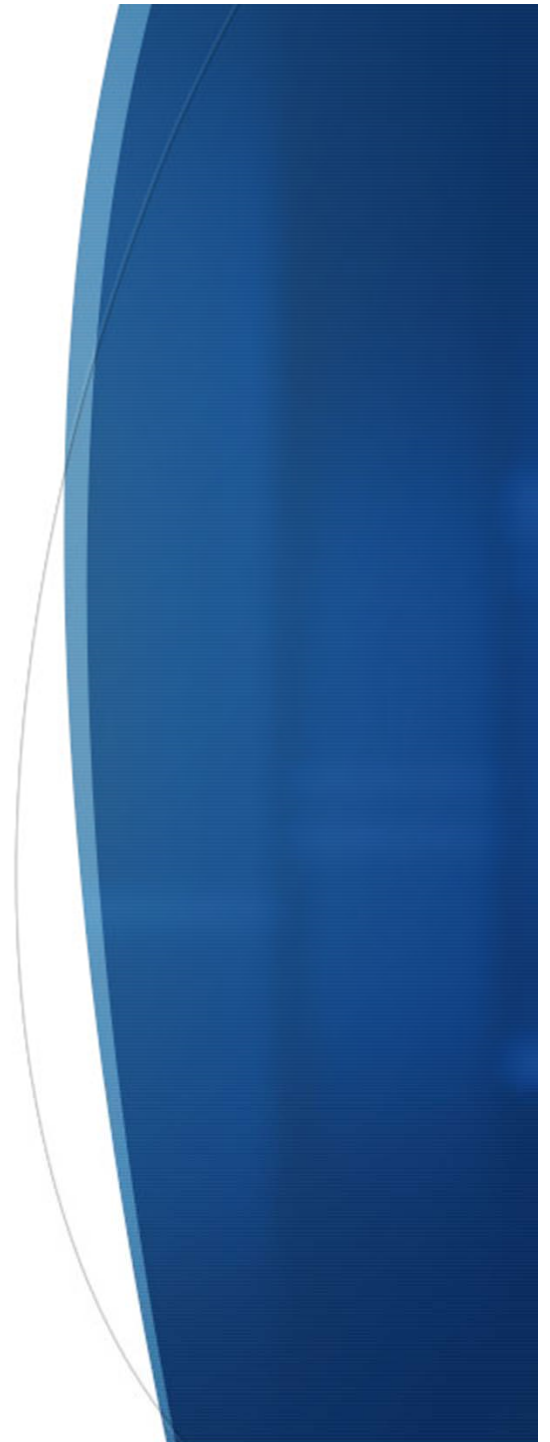
# Name the challenge



# What's possible?

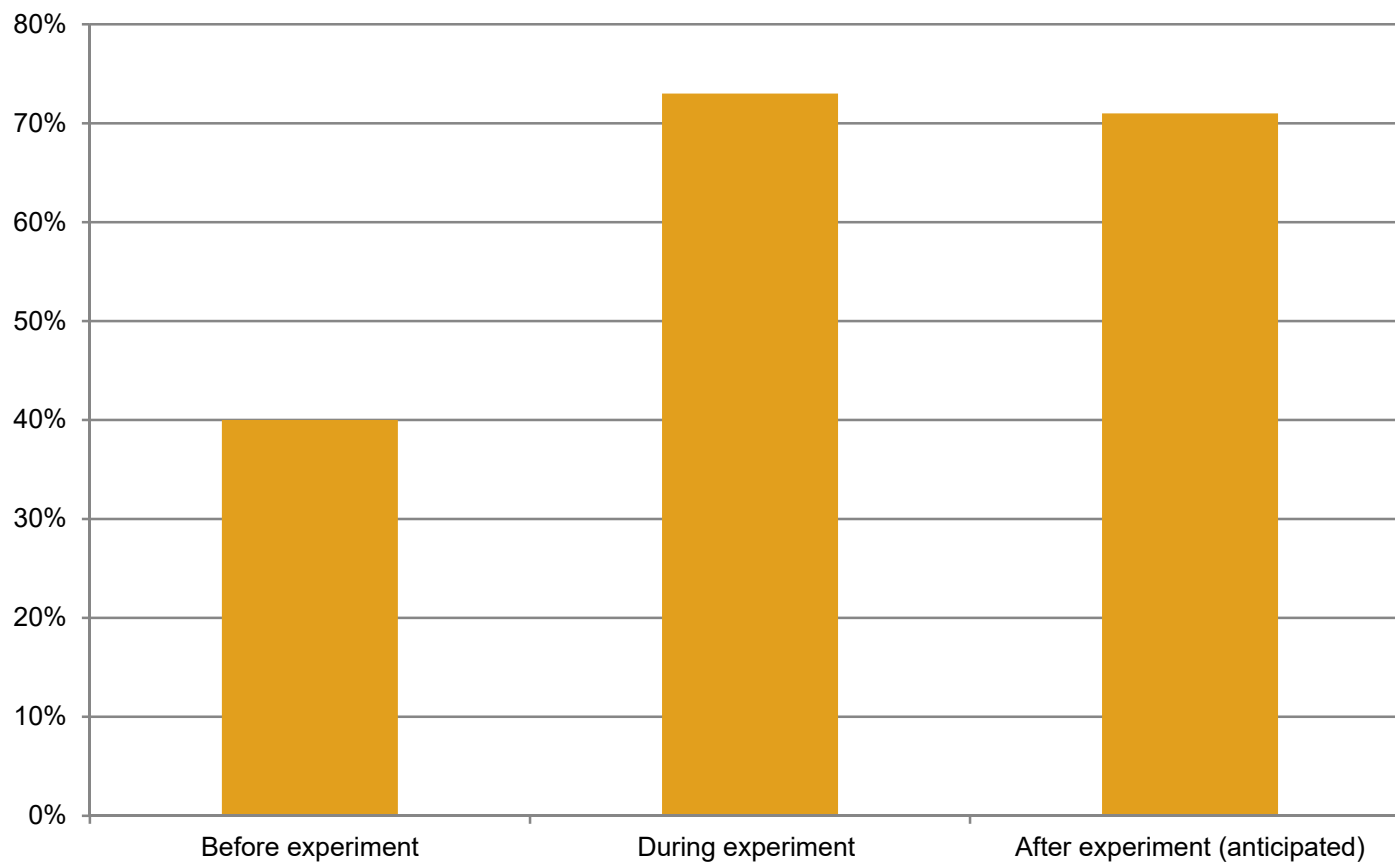






# How to Change: Feedback

How frequently are CompassPoint staff giving feedback, on average?

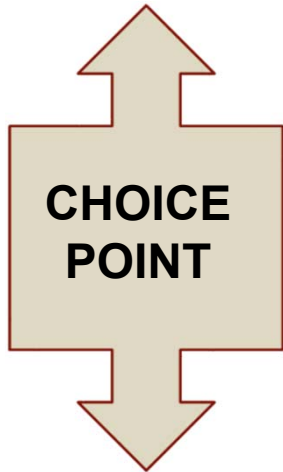


# How to Change: CHOICE POINTS

- Choice points are decision-making opportunities that influence outcomes.
- When we're conscious of choice points and the related impacts, we are less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

# TAKING STEPS TOWARDS EQUITY

**SAME OLD CHOICES & ACTIONS**



**SAME OUTCOMES:  
INEQUITY, EXCLUSION,  
PERPETUATION OF 'ISMS'**

**EQUITY-DRIVEN CHOICES & ACTIONS**

**DIFFERENT OUTCOMES:  
EQUITY, INCLUSION,  
PREVENTION OF 'ISMS'**

# What Can Positional Leaders Do?

# What can positional leaders do?

Model vulnerability & courage

Be aware of unconscious bias

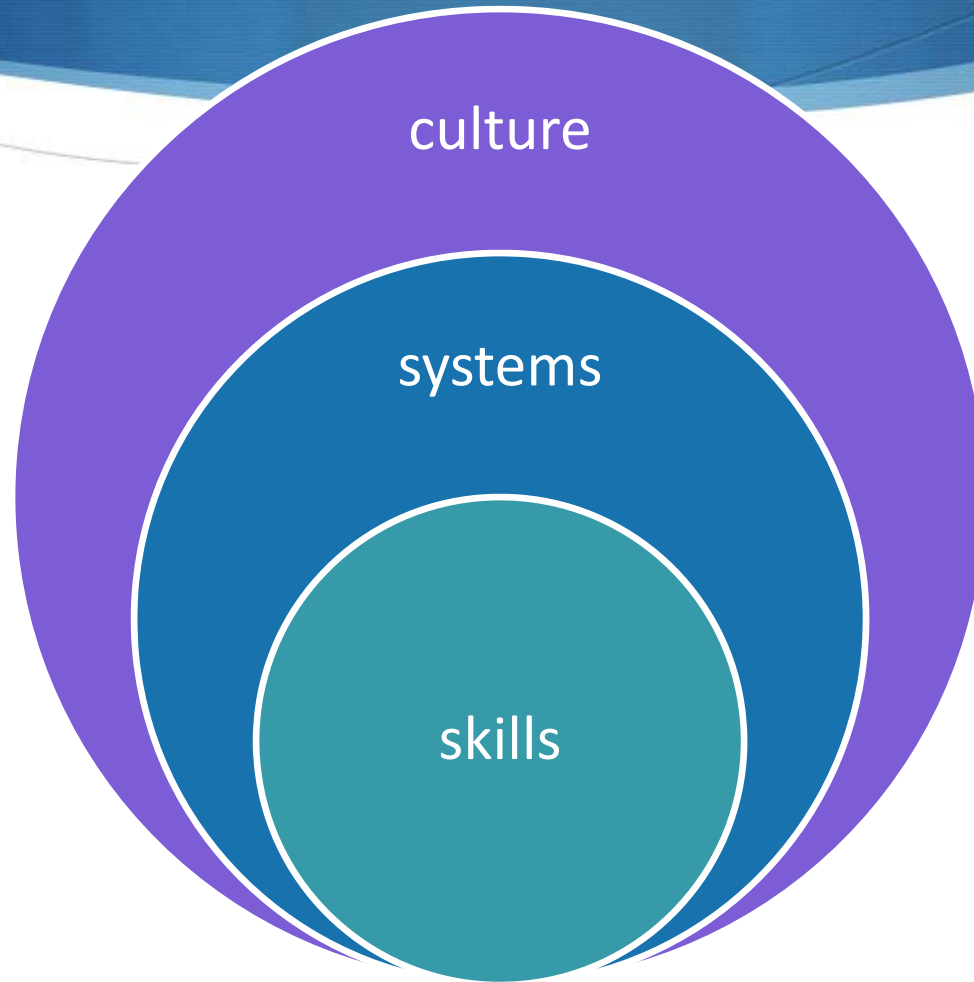
share, distribute decision-making and authority

Transparency with information

?



# Name Possible Next Steps



# Choose a next step...

- Risks...
- Prepare...
- Who can help...



# Practices to Sustain You

- Reflection?
- Where do you get support?
- Tapping your power within and power with others



YOU!



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