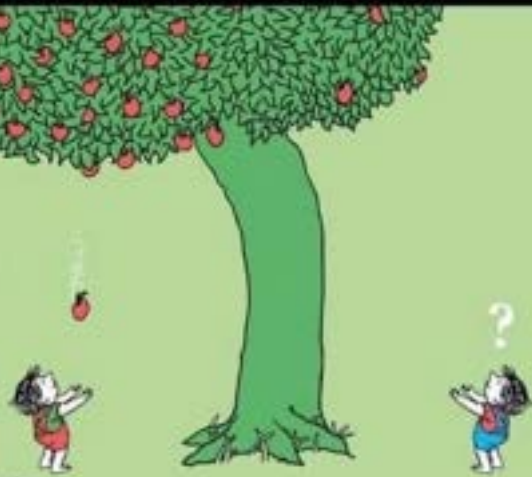


# Inequality

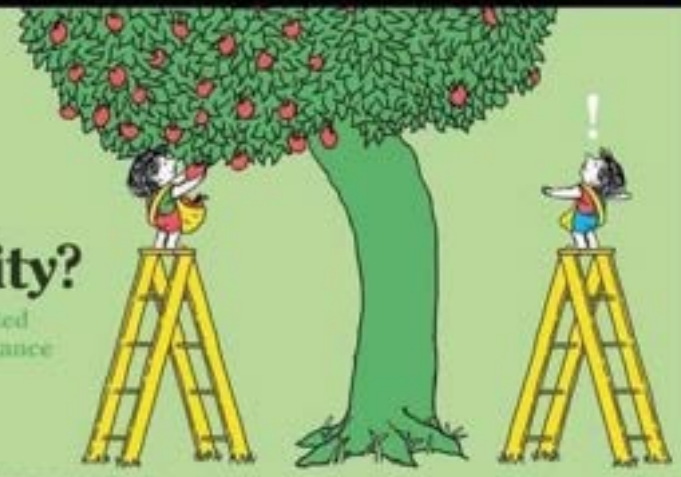
Unequal access to opportunities



Source: [Government in the 21st Century](#) by Mark Rosen

# Equality?

Evenly distributed tools and assistance



Source: [Government in the 21st Century](#) by Mark Rosen

# Equity

Custom tools that identify and address inequality



Source: [Government in the 21st Century](#) by Mark Rosen

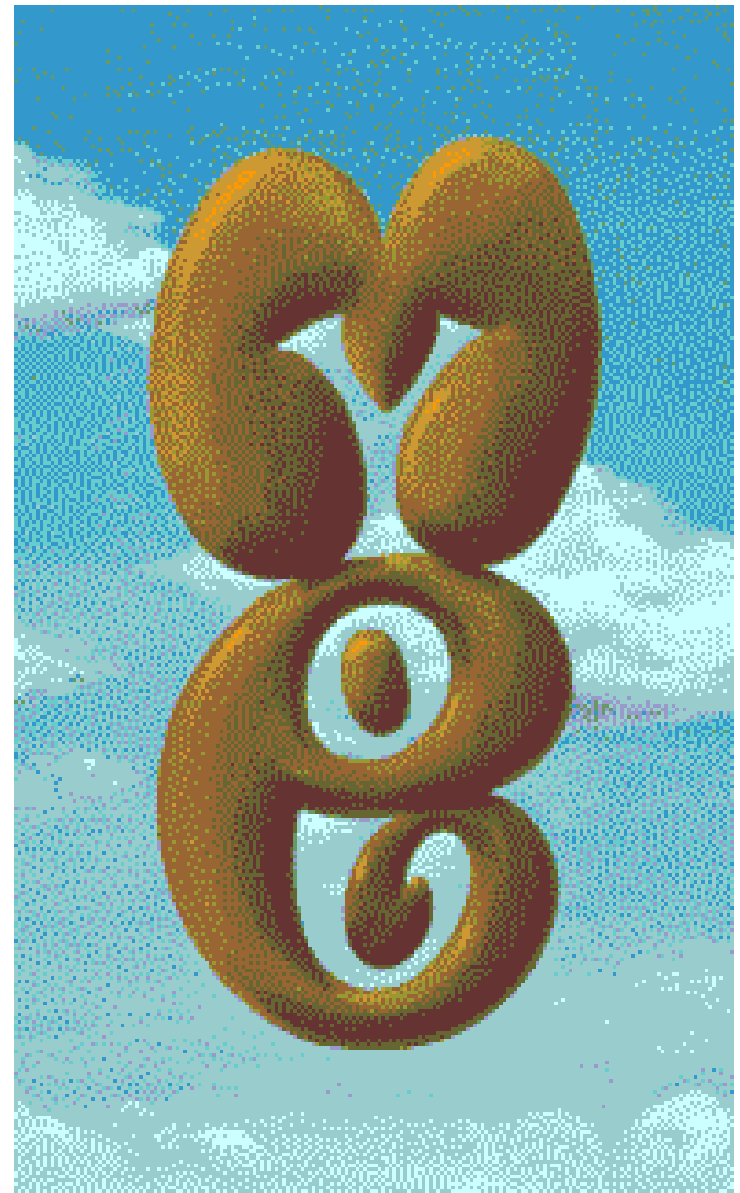
# Justice

Fixing the system to offer equal access to both tools and opportunities



Source: [Government in the 21st Century](#) by Mark Rosen





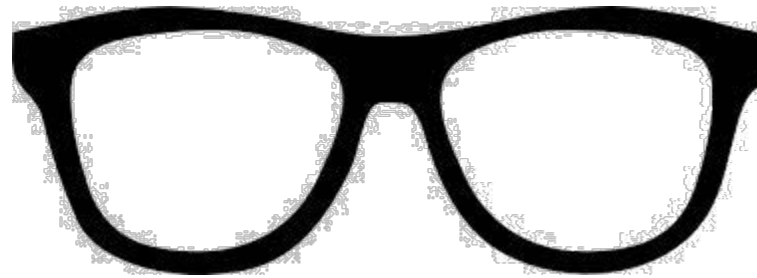
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# How can I exercise inclusive leadership?

*How do we create a community of belonging for all?*



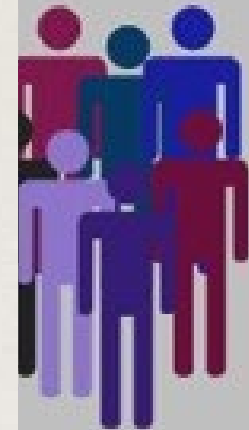


*We do not see things*  
AS THEY ARE.

*We see things*  
AS WE ARE.

ANAI'S NIN  
*Seduction of the Minotaur*

The way I see the  
identities, my cult



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Select one of your identities that is important to you. How might you see the world differently from someone who does not have that same identify?

**History/Ancestral Heritage**

*Family Structure*

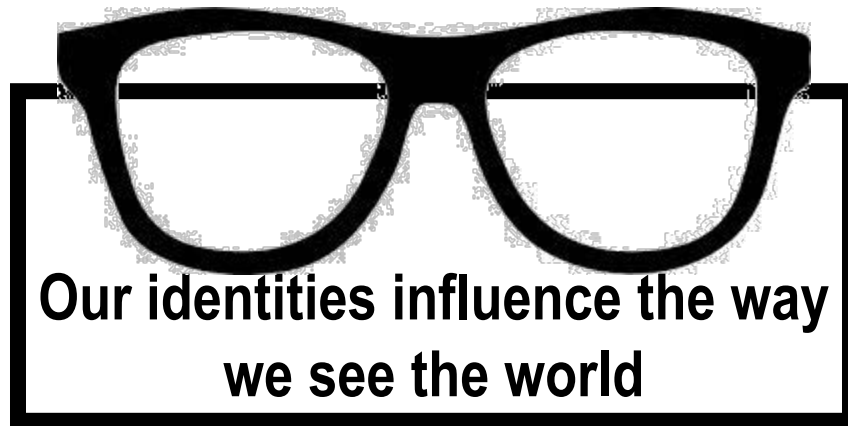
Religion/Faith

*Foods we eat or don't eat*

Languages

Ability

**VALUES**



*Personality Traits*

**Political Beliefs**

*Culture/Cultural Traditions*

Age

**GENDER**

*Sexual orientation*

Social Class

*Neighborhoods we grew up in*

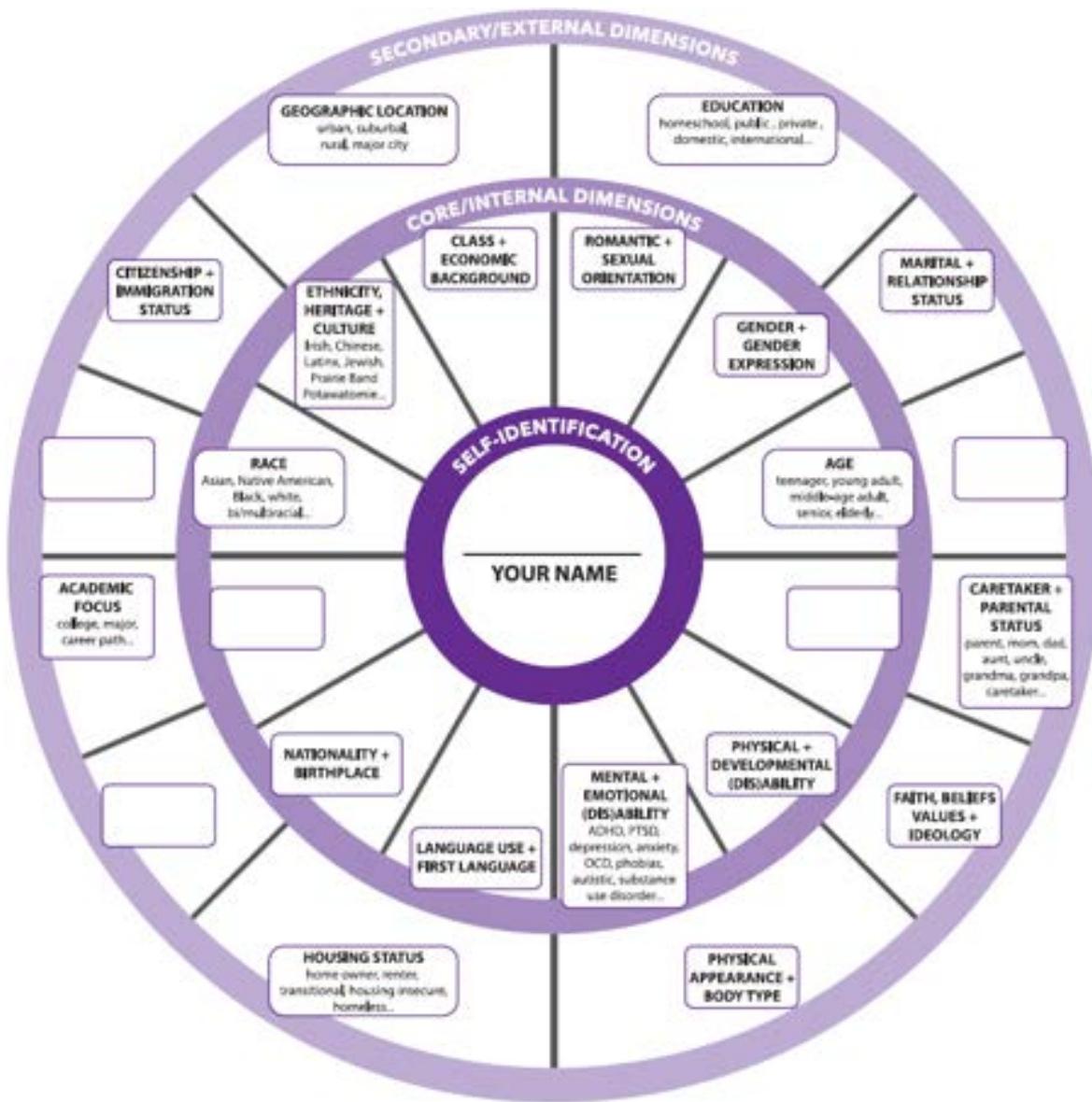
*Relationship Status*

*Neighborhoods we live in now*

**Profession**



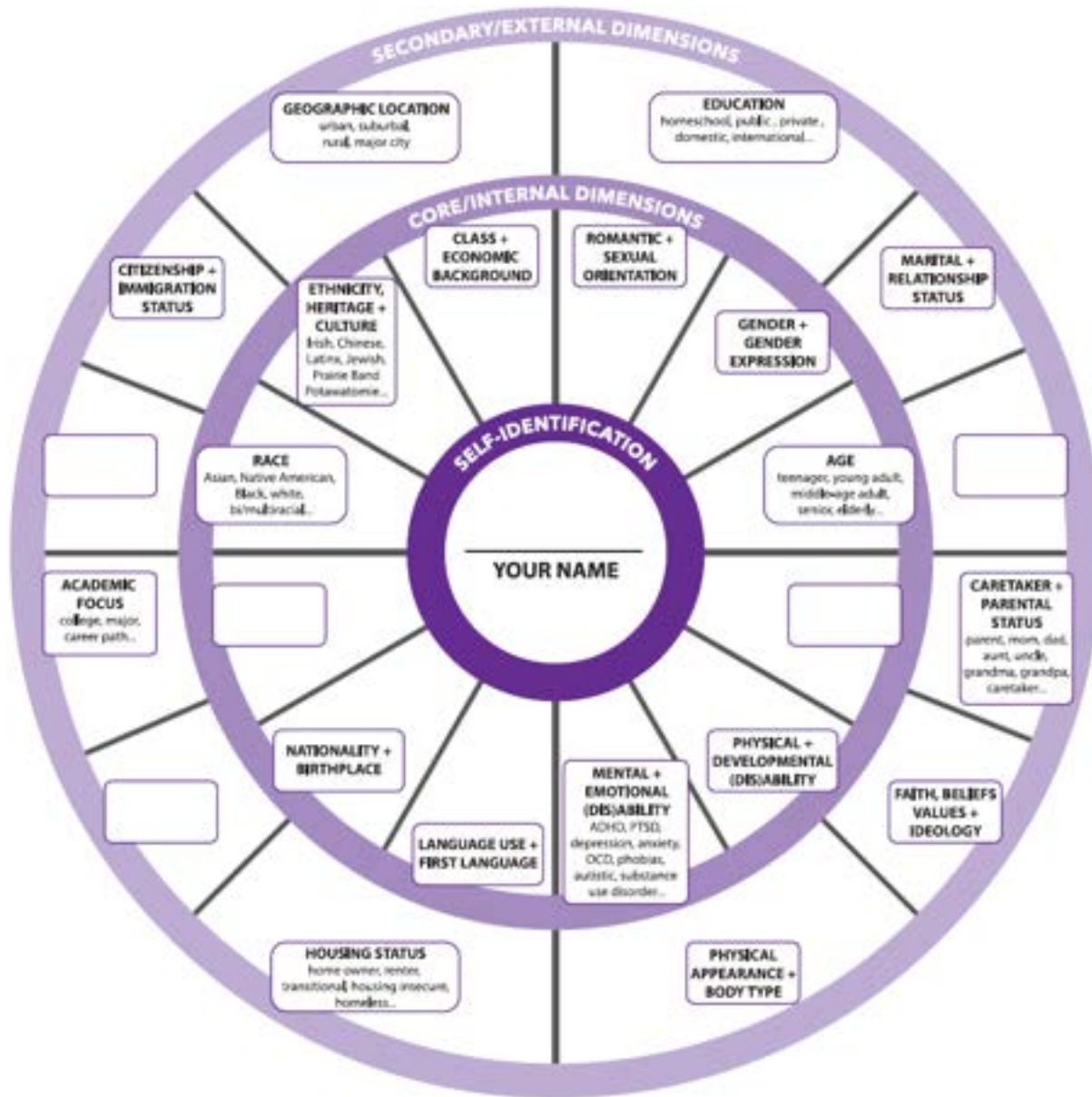
# Your identities matter



Social Identity Wheel

Adapted from "Voices of Discovery," Intergroup Relations, University of Arizona





**1. Tell a story about a time when you felt like you belonged because of an identity you hold? What happened?**

**2. What parts of your identity are you least comfortable sharing with other people in your community and why? Or, when have you felt excluded, othered, or left out because of an identity you hold?**



# When have I *criticized* difference?



# When have I been *curious* about difference?





True belonging doesn't require us to change who we are; it requires us to BE who we are.

When we look away from the pain of any people, we diminish their humanity and our own.



Dr. Brené Brown

In order to empathize with someone's experience you must be willing to believe them as they see it and not how you imagine their experience to be.

ONLY WHEN DIVERSE PERSPECTIVES ARE INCLUDED, RESPECTED, AND VALUED CAN WE START TO GET A FULL PICTURE OF THE WORLD.



# Intersectionality



# What is Inclusive Leadership?

The intentional and ethical practice of leadership actions and processes that ...

affirms the identity

actively includes

acknowledges the needs

...of all constituents.



# HOW DO I ...

Affirm the Identity,  
Actively Include,  
& Acknowledge the Needs

of all the people in my  
group, team, or  
community?

## Strategies for Inclusive Leadership

Inclusive leadership requires critical thinking  
and intentional actions.



Recognize my own  
Blind Spots  
How do I view  
and respond to  
difference?



Expand my  
Experience  
Am I seeking out  
new experiences  
and people to  
engage with?



Listen with  
Empathy  
Do I seek to  
understand  
others'  
perspectives?

***Am I curious or critical?***

*In what ways do you welcome opportunities to grow as an inclusive leader...or do you shut down and retreat to what is comfortable?*



# Why are inclusion & care essential for exercising leadership?

- People in authority cannot be effective and influential with constituents they do not relate to, understand, or care about.
- Most people in authority often do not include such constituent groups in the various leadership processes and actions.
- People with authority may not look out for the interests of such constituent groups.
- Followers may not be effective participants in the leadership process when they feel marginalized, misunderstood and minimized by their leaders.



I am a person who holds these  
identities...and beliefs



# Sharing Power

