

Truth, Hope, and Equity

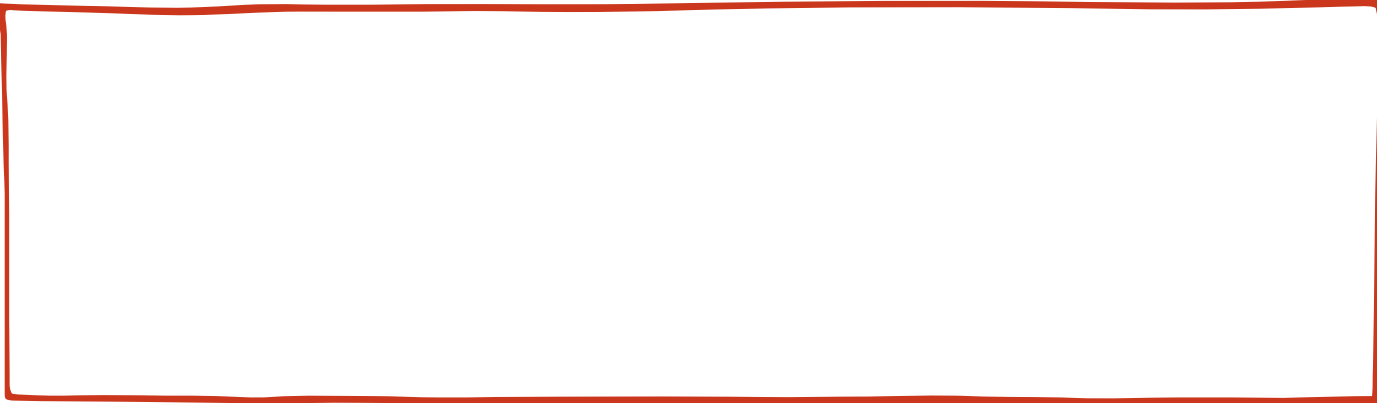
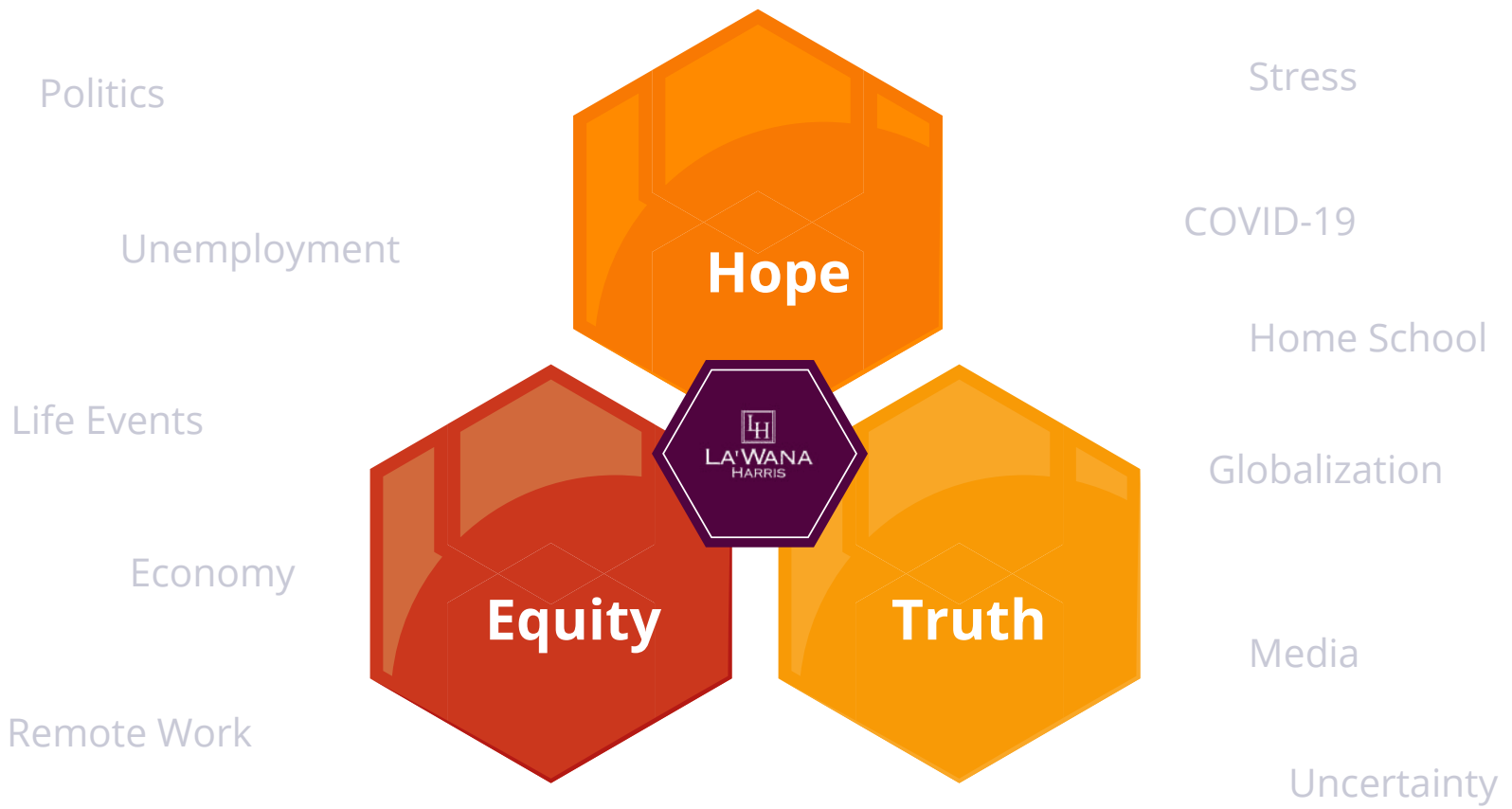
In a Disrupted World





**2020
DISRUPTED
EVERYTHING**

Keys for
moving
forward in
solidarity





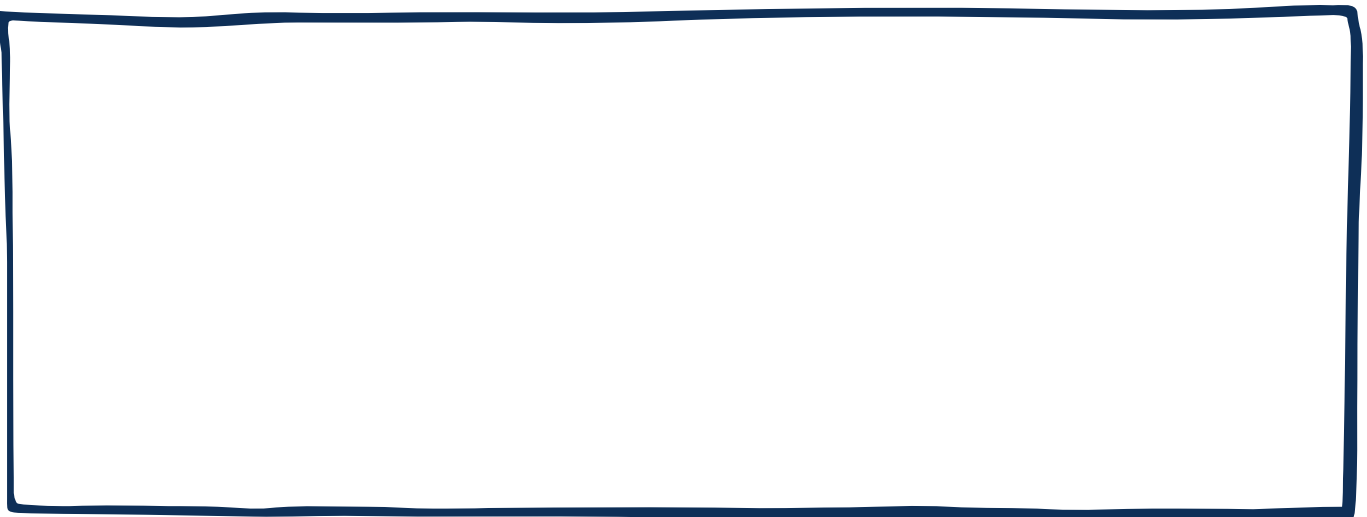
truth

Definition of truth

- (1) : the body of real things, events, and facts
- (2) : the body of true statements and propositions



What do teams need most from their leaders during times of uncertainty?



How do these common forms of bias show up in your team? Your organization? Your preferences?

AFFINITY BIAS

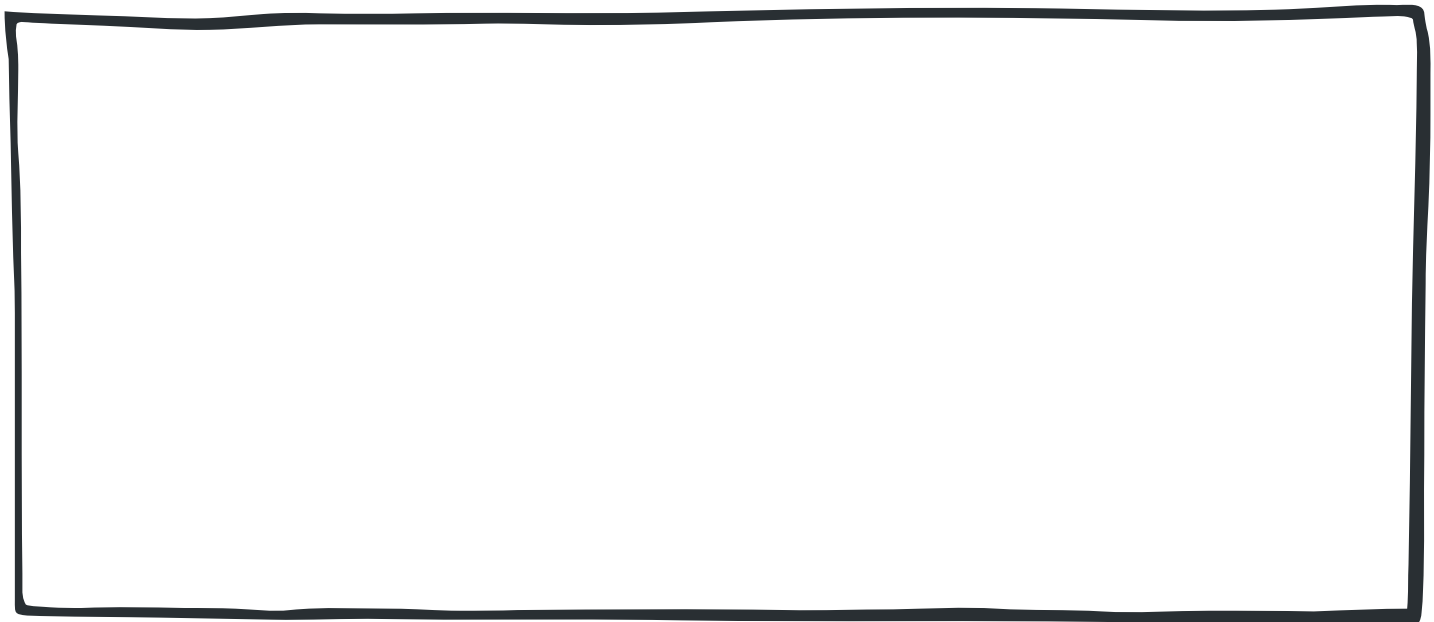
We gravitate toward people like ourselves in appearance, beliefs, and background.

IN-GROUP BIAS

A pattern of favoring members of one's in-group over out-group members.




LA'WANA
HARRIS





Horns

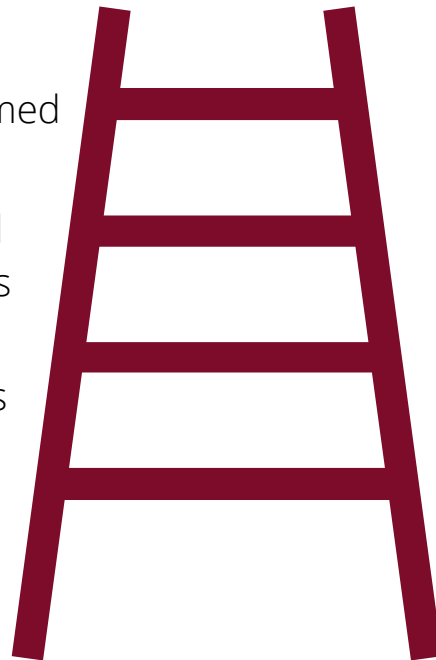
My actions taken

My beliefs formed

My emotional and
physical responses

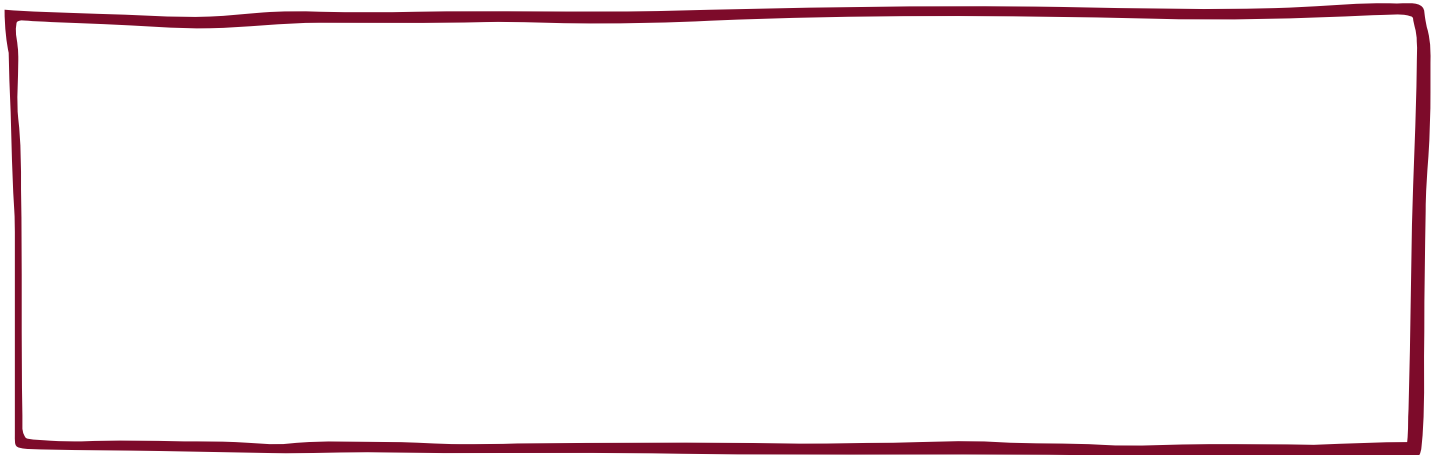
My interpretations

My perception



The data or event

Halos



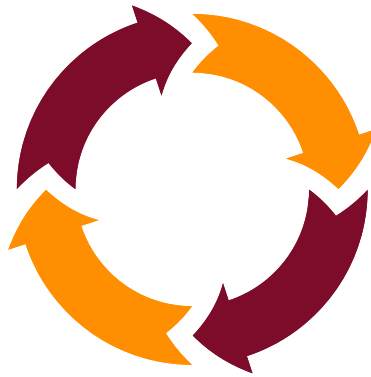


Stay engaged:

Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue.”

Speak your truth:

Use “I” statements when talking. You are the only person who has your unique experiences.



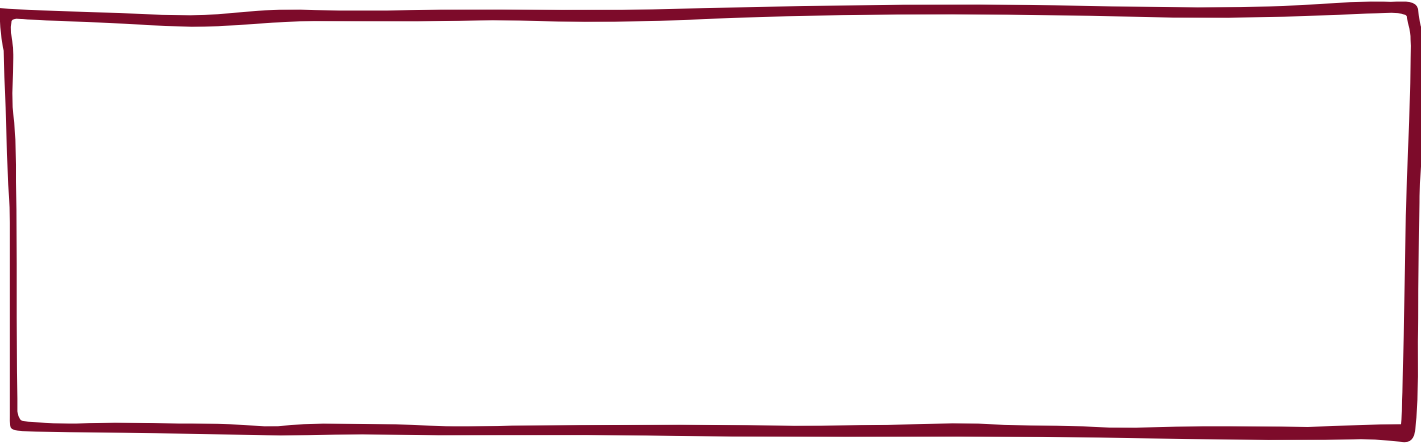
Experience discomfort:

This norm acknowledges that discomfort is inevitable, especially in dialogue about diversity, and that participants make a commitment to bring issues into the open.

Expect and accept nonclosure:

This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions. Be aware that understanding diversity, equity, and inclusion requires ongoing dialogue.

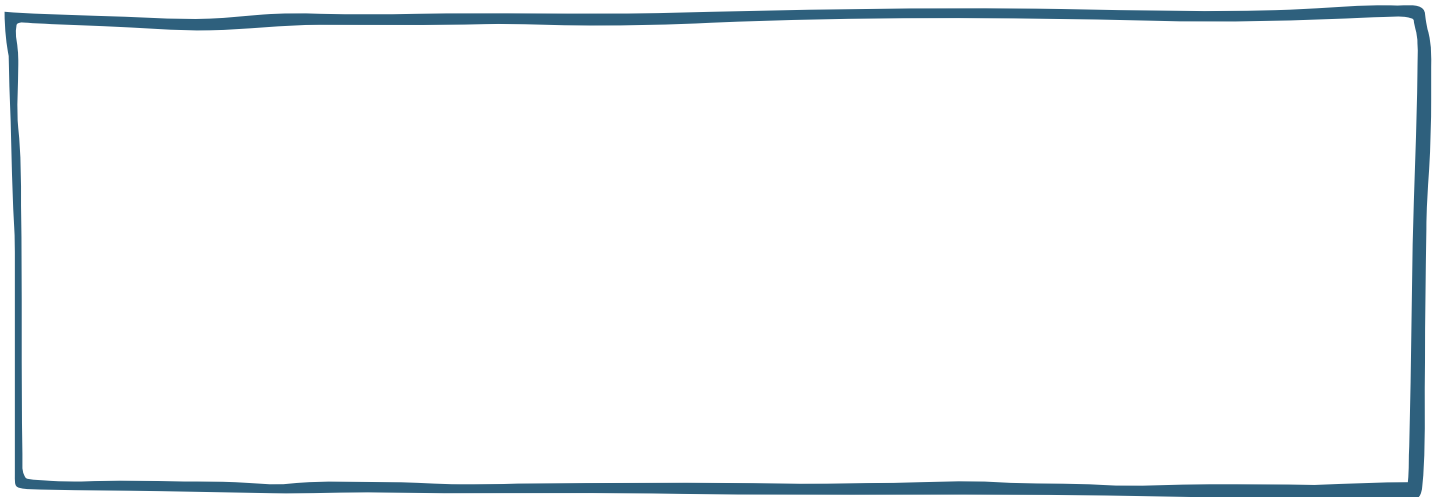
Glenn E. Singleton and Curtis Linton





Our Opportunity

Embrace
radical truth
—no filter.





**What have you learned
about yourself?**

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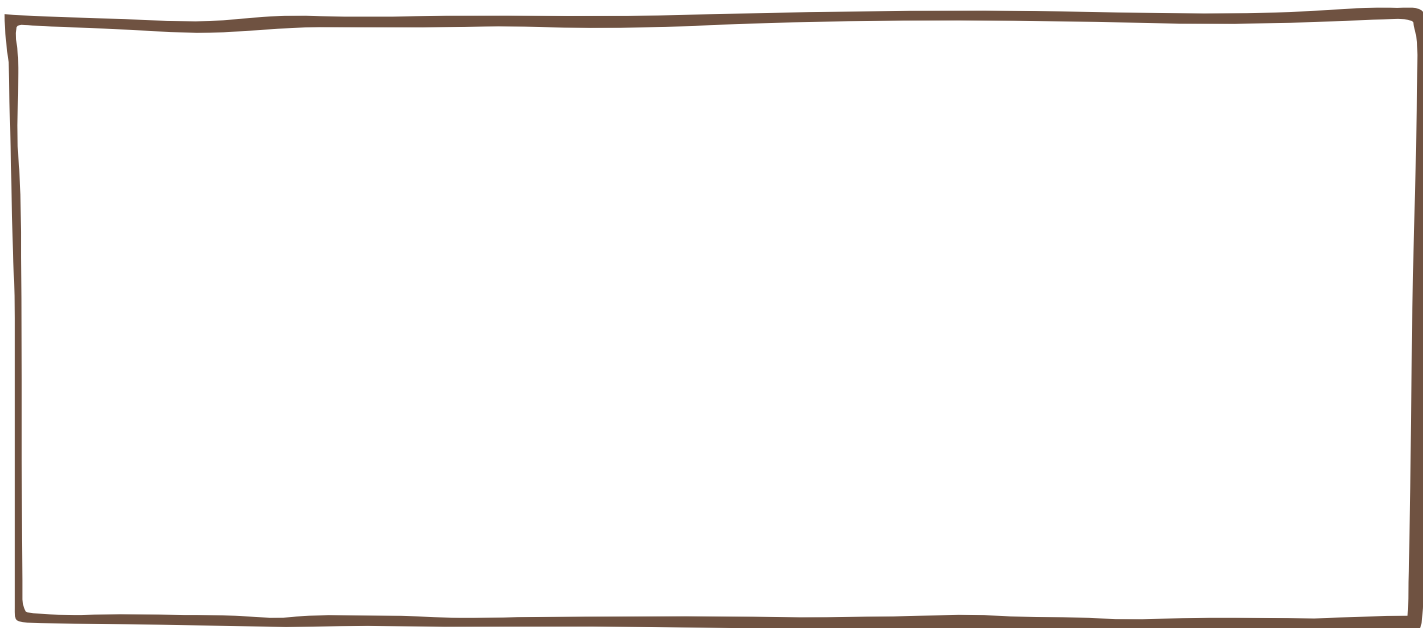


equity

noun

Definition of equity

: is promoting justice, impartiality and fairness within the policies and distribution of resources by institutions and systems.





Denial



Acknowledgement

Judgment



Curiosity

Doom & Gloom

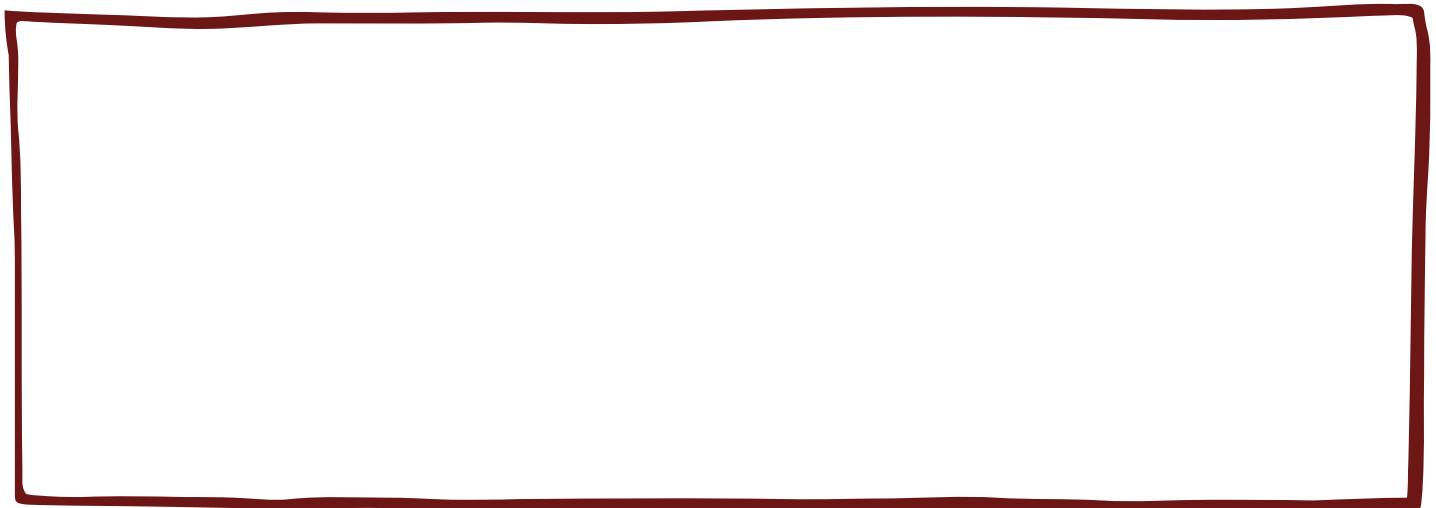


Sunshine & Sparkles

Fear



Motivation





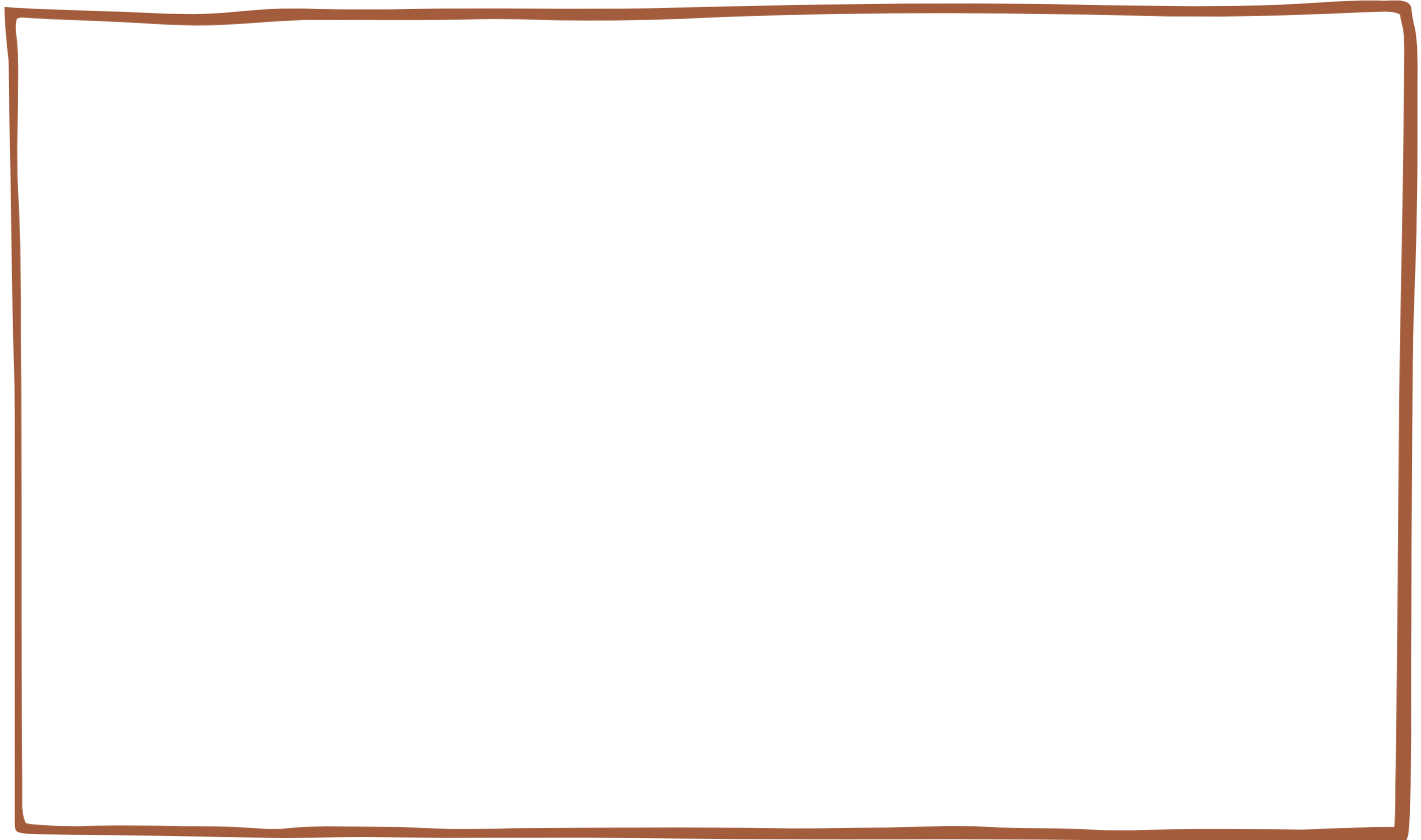
Forget
normal
— seek
equity.



Engage in
healthy
conversation
and conflict.



How do we build unity and strength following times of uncertainty and disruption?





hope

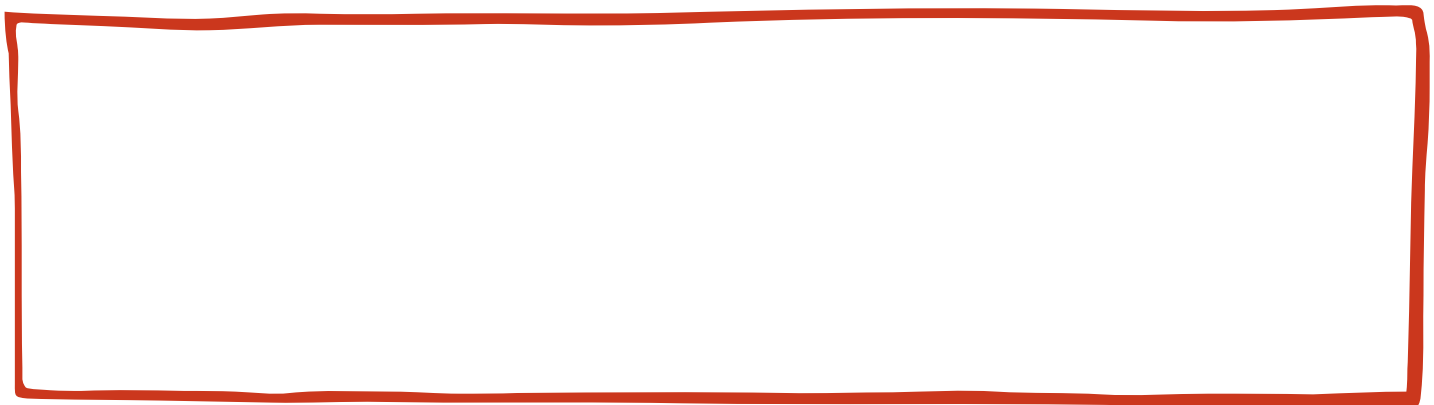
noun

Definition of hope

: desire accompanied by expectation
of or belief in fulfillment

Meet people where they are.

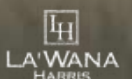
Information Support Direction Encouragement





**Make employee wellness
and well being a priority.**

**Lead and support the
"whole" person.**






What's one thing you wish all organizations would do following massive disruption?

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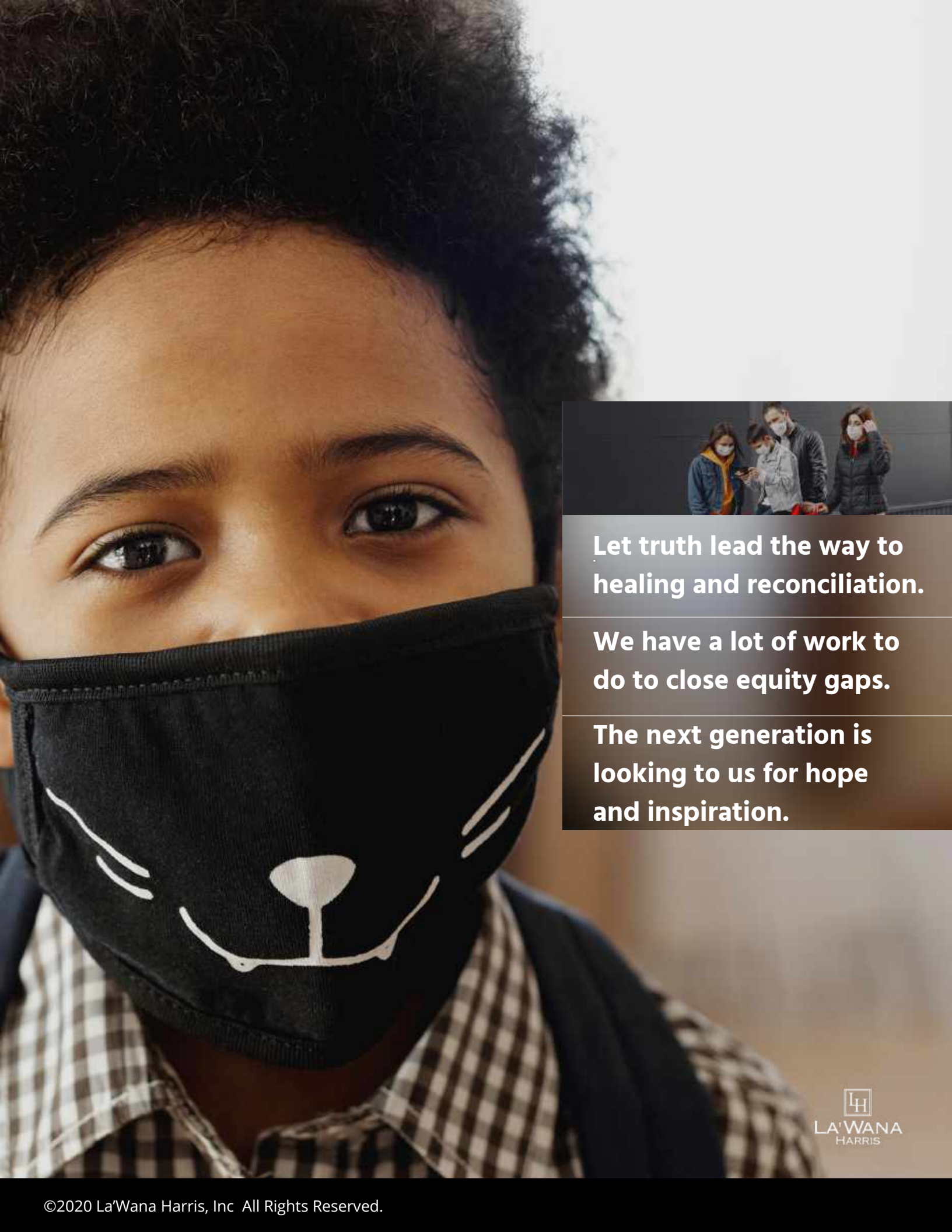


**How will you inspire
hope in others?**

A large, empty rectangular box with a thick, hand-drawn style gold border, intended for a response to the question above.

A man with a beard and glasses, wearing a brown coat, smiling while holding a laptop. The background is a blurred city street.

**What lessons
will you take
forward from
this time of
disruption?**



Let truth lead the way to healing and reconciliation.

We have a lot of work to do to close equity gaps.

The next generation is looking to us for hope and inspiration.



**Together, we
will move
forward.**

