

# Building the Capacity for Women to Lead with Equity



## Inforum

Founded in 1962, Inforum is the only professional organization in Michigan – and one of a few in the country – that combines strategic connections, proven professional development programs, a respected forum for new ideas, and original research to accelerate careers for women and boost talent initiatives for companies.

## GVSU

### Division of Inclusion & Equity

Building on decades of work, the Division of Inclusion and Equity was founded in 2008. Grand Valley was the first institution of its kind to create such a division and hire a vice president to lead its efforts. A social justice and intersectional framework guides this work - growing programs and initiatives designed to transform people, organizations and systems.

Building Capacity for Women to Lead with Equity™ is a new women's professional development program offered by Inforum in partnership with Grand Valley State University's Division of Inclusion and Equity. **The program is an acknowledgement that discourse about leadership is often missing important perspectives on how to achieve dynamic, diverse organizations.** As a result, practice also often lacks this important lens which must be cultivated with intentionality and an inclusive practice.

Learning to lead with equity is a hallmark of successful leaders in the 21<sup>st</sup> century. **In order to achieve inclusion, there must exist an ability to understand oneself,** to gain empathy and interact with diverse others, and to design systems that maximize diverse talent - key to leadership and organizational success.

## Who is this program for?

- This session is for participants at all learning levels – particularly those new to this topic.
- Women 4+ years of leadership experience
- This program invests in the ability to gain the skills needed to facilitate inclusive leadership.

## Program Specifications

- Designed for up to 20 participants, allowing for personalized instruction.
- Three-month program with a 6-hour class held once every two weeks.
- Cohort members receive results of a social justice assessment that provides a foundation for intercultural learning, and will participate in two follow-up webinars focused on the practical application of learning.
- Facilitators represent a diverse group of dynamic women leaders from a variety of industries.

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## Day 1: Thinking

Current realities...self... Participants engage in discussion of the purpose of the training and emphasis on the practice component and culminating experience. The session will cover the difference between diversity and equity, why it is important, current realities, status of current workforce.

## Day 2: Understanding

Facilitators will introduce concepts on interrupting common models of leadership and intersectionality. Participants will get to engage in what leadership means to them and begin to design their Leadership Maps.

## Day 3: Developing & Cultivating

Participants develop a rough draft of plan for what situation they are going to infuse with inclusion and equity practices. Participants will be introduced to systems thinking. Three buckets: Structural diversity and compliance, climate and sense of belonging, and learning and development.

## Day 4: Applying

Participants dive into their culminating project work new strategies while analyzing how external systems may continue to influence their project.

## PROGRAM LEARNING OBJECTIVES

To increase participants' ability to:

- *Think* critically about how identity impacts leadership, relationships and decision making.
- *Understand* inclusion and equity theories and models that broaden our understanding of leadership.
- *Develop* ways to foster growth and of oneself and others by recognizing social and cultural context.
- *Cultivate* the skills to transform organizational culture to maximize capacity for inclusion an equity while recognizing the influence of external societal systems.
- *Apply* inclusion and equity learning to a specific program, policy, practice or initiative that might be impacted directly to an area over which you have influence.



### For more information contact:

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