

Leading 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.

Inclusion & Equity Institute at Grand Valley State University

The I&E Institute strives to further the diversity, inclusion and equity goals of people, organizations and communities locally, regionally, and nationally.

Leading with Equity™ is a women's professional development program offered by Inforum in partnership with the Inclusion and Equity Institute at Grand Valley State University. The program is an acknowledgement that discourse about leadership is often missing important perspectives on power, privilege and oppression – which are necessary to understand in order to achieve an organizational culture where all people can thrive and be their full, authentic selves.

Learning to lead with equity is a hallmark of successful leaders in the 21st century. In order to achieve equitable outcomes, there must be an understanding of the differences between diversity, inclusion and equity. This knowledge must then translate through the ability to understand oneself, to mitigate bias, to develop cultural humility, to stay the course and exercise courage and to design systems that maximize diverse talent - key to leadership and organizational success.

Who is this program for?

- Participants at all learning levels – specifically those learners who want to deeply embed equity in all areas of practice
- Participants who are tapped to grow or lead these efforts and want to engage in shared learning
- 4+ years of leadership experience

Leading with Equity

Session Dates

Kick-off: May 6, 2021 (3-4p.m.)

Session 1: May 27, 2021 (1-5p.m.)

Session 2: June 10, 2021 (2-5p.m.)

Session 3: June 24, 2021 (2-5p.m.)

Tuition Fee:

Tuition includes all classes, course materials, and the assessment and development plan.

\$1,500 tuition

\$1,200 partner tuition (employees of Inforum corporate investors and nonprofits)

PROGRAM SPECIFICATIONS

- Designed for up to 20 participants to allow for personalized instruction.
- Time commitment is 1 four-hour workshop and 2 three-hour workshops with some homework between sessions.
- One hour of personal coaching.
- Cohort members receive the results of an assessment that helps them improve effectiveness in culturally diverse situations.

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 contexts.
- *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.

Questions or for more information contact:

Lorrena Black

lblack@inforummichigna.org

313.567.0232

