

“What does it take to  
develop our leadership  
for diversity and  
equity?”

# COMMITMENT

- Actively participate, support or sponsor programs that increase diversity and promote inclusion
- Create more inclusive workplace policies
- Offer meaningful opportunities for employee engagement in DEI
- Self-Awareness of the need for change
- Willingness to Change
- Accountability
- Move with urgency not haste

“When we’re talking about diversity, it’s not a box to check. It is a reality that should be deeply felt and held and valued by all of us.” Ava DuVernay

# You Can't Lead What You Don't Learn

- Take Classes
- Attend Workshops
- Trainings
- Read books
- Find Articles
- Google
- Practice

“Leadership and learning are indispensable to each other.”

John F. Kennedy

# Show up with Humility

- A humble leader accepts that there are things they do not know and are open to accepting the feedback, guidance and knowledge of others.
- Being humble means, you are not only open to listening you are also willing to change course.
- Be curious
- Speak Up
- Don't blame, rather assume responsibility by speaking up and owning their part
- Displays a willingness to learn and become better
- Lead from behind

“It is unwise to be too sure of one's own wisdom.” Mahatma Gandhi

# Be Trustworthy

- Make your intentions known.
- Walk your talk
- Be vulnerable.
- Acknowledge the work of others
- Acknowledge your mistakes and ask what you can do to atone
- Be the change

“How can I believe what you say, when I see what you do?”

James Baldwin

# Believe \ Respond \ Uplift

- When a person from a marginalized/under included group shares their story believe them.
- Don't make excuses (I'm sure you misunderstood, I'm sure they didn't mean any harm)
- I'm sorry that happened to you.
- What can I do to support you?
- Make sure the voices of the marginalized group are at the table and that those voices are heard.

“... People do not just need to be different; they need to be fully involved and feel their voices are heard.” Alain Dehaze

# Have a Why

- If we have not fully incorporated the value of DEI this might be difficult to write, but I encourage you to start drafting a Why statement and continue to work on that draft as you grow your knowledge in DEI.
- DEI should be imbedded in all that we do if we are sincere about having a workplace, community, society in which we all are included and know that we belong. Therefore, your Why statement should apply in both your professional and personal life.

“And once you realize that you can do something, it would be difficult to live with yourself if you didn’t do it.” James Baldwin

# Contact Me

Annie Cole

[annie.cole@snoco.org](mailto:annie.cole@snoco.org)

425-388-3941(skype)

425-583-9821(cell)

*“Not everything that is faced can be changed; but nothing can be changed until it is faced.”* James Baldwin