When I hear "conflict", I feel...
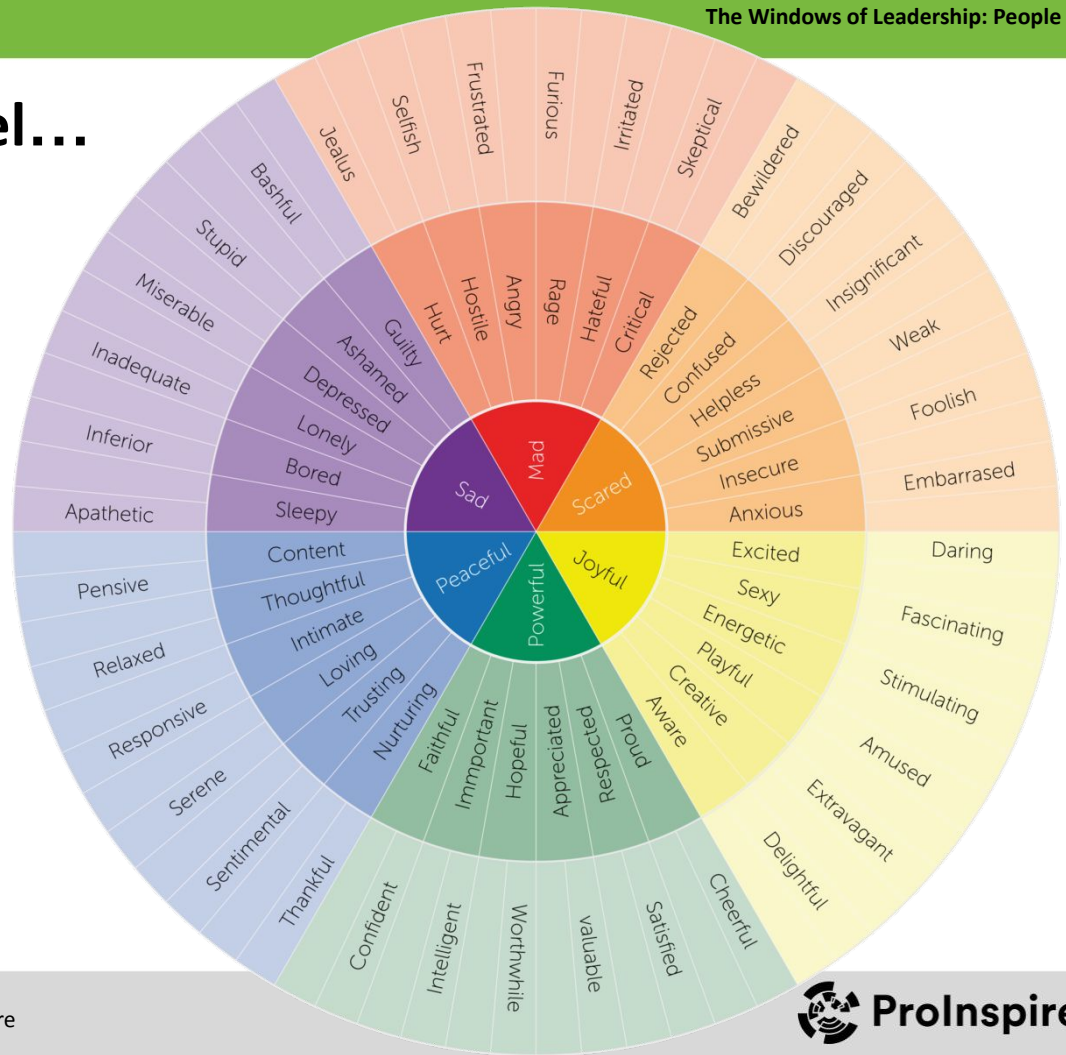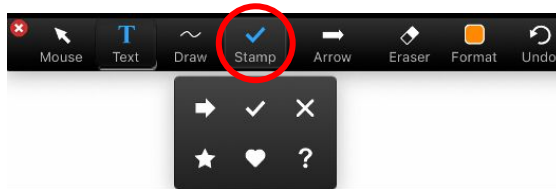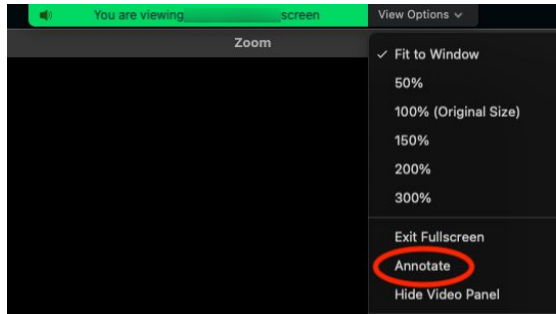
Use the "Annotate" function in Zoom!

You are viewing Name's screen > More Options > Annotate > Stamp

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Self to Systems: Leading for Race Equity Impact

Leadership Model Core Commitment Series

Leading Self: Exploring Identity
October 6 at 1pm ET

Leading People: Centering Relationships
October 20 at 1pm ET

Leading Organizations: Aligning Values
November 10 at 12pm ET

Leading Systems: Collective Reimagining
December 8 at 11am ET

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ProInspire Facilitators

Namira Anani
(she/her/hers)
Director

Neriel Ponce David
(he/him/they)
Senior Manager

Mission Statement:
"We activate leaders at all levels to accelerate equity at individual, organizational, and systems levels."

Vision Statement:
"We envision an equitable and just society: free of systemic oppression where all people thrive."

Focus Population:
BIPOC leaders at all levels in the social sector

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Activating Leaders, Accelerating Equity

Centering Relationships with Generative Conflict

When leading People, how do we commit to Centering Relationships?

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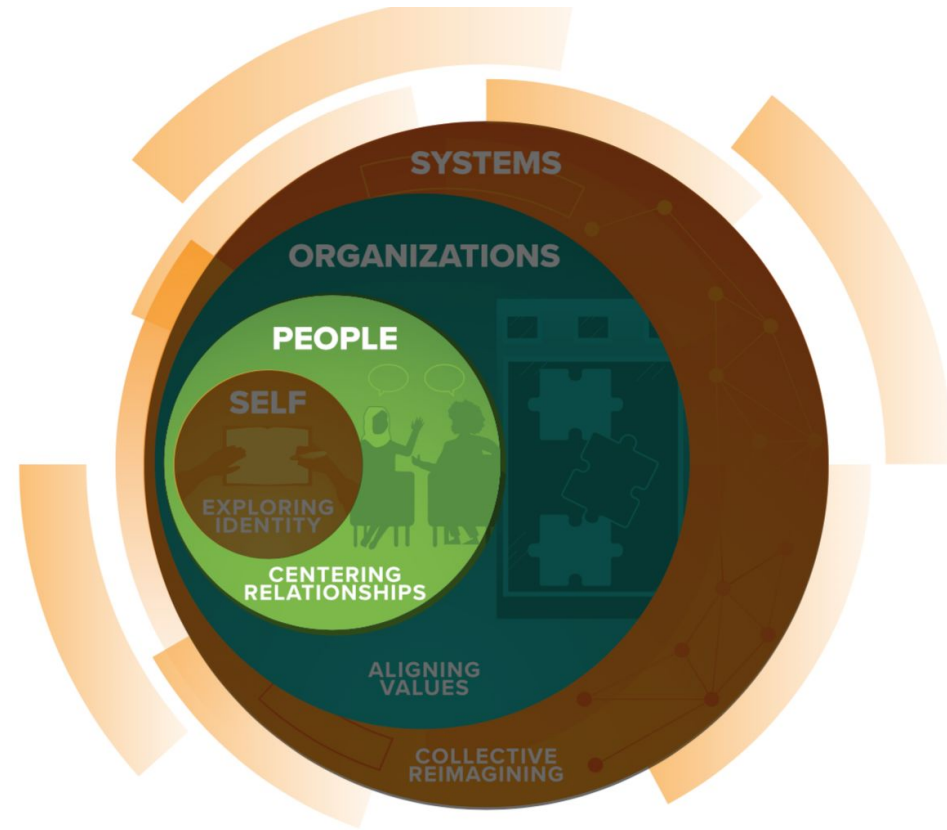
Community Agreements

> Practice Zoom etiquette: keep your mic off, engage in the chat, make space and take space, don't share the link to avoid Zoom bombing

> Center race and acknowledge intersecting forms of oppression

> Acknowledge and attend to impact

> Speak from the "I"

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The People Window: Centering Relationships

In the leadership of People — we can disrupt <u>interpersonal racism</u> and experiences of exclusion and bias by **building trust across identities and navigating through friction, disagreement, and conflict with care.**

"Relationships are built at the speed of trust, and social change happens at the speed of relationships."

– Mama Lila Cabbil, Rev. Jennifer Bailey of Faith Matters Network, adrienne marie brown and others

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Defining "Fear of (Open) Conflict"

From **www.whitesupremacyculture.info**, **Fear of (open) conflict shows up as:**

- people in power are scared of expressed conflict and try to ignore it or run from it;
- when someone raises an issue that causes discomfort, the response is to blame the person for raising the issue rather than to look at the issue which is actually causing the problem;
- emphasis or insistence on being polite; setting the rules for how ideas or information or differences of opinion need to be shared in order to be heard (in other words, requiring that people "calm down" if they are angry when anger often contains deep wisdom about where the underlying hurt and harm lies);
- equating the raising of difficult issues with being impolite, rude, or out of line; punishing people either overtly or subtly for speaking out about their truth and/or experience;
- labeling emotion as "irrational" or anti-intellectual or inferior, which means failing to recognize the importance of emotional intelligence;
- pretending or insisting that our point of view is grounded in the "rational" or the intellectual when we are in fact masking our emotions with what appear to be rational or intellectual arguments.

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Scenario Role-Playing

Fear of open conflict at its worst looks like…

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Centering Relationships at the 3-As

Active Learning and Unlearning Practices	Intentional Action Practices	Processes for Accountability Practices
We disrupt fear of open conflict by learning and sharing our communication styles and understanding restorative approaches	We move intentionally by slowing down. This builds trust with peers through authenticity and vulnerability to develop connections	We hold each other accountable by creating collaborative work structures for context sharing, and honest feedback, mindful of privilege and power

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Scenario Strategizing: At its Best

What would you do differently in this scenario to have *generative conflict* at its best?

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Strategies for Generative Conflict

> SBI: situation - behavior - impact

> Active listening and looking to the body for wisdom

> Emotional agility: navigating emotions in a values-led way and looking at trust preferences

> Disrupting sense of urgency by slowing down

> Centering relationships and building trust by creating space for dialogue, modeling vulnerability, and accepting feedback with compassion, curiosity, and grace

> Restorative practices: responding to impact and attending to harm

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Feedback Strategies: SBI Model

Situation | Context and setting: where and when of the situation you're referring to | *In our meeting, we had a conversation about…*

Behavior | What, specifically, did you observe about the person's behavior? (<u>no assumptions, subjective judgment, hearsay</u>) | *You said…*

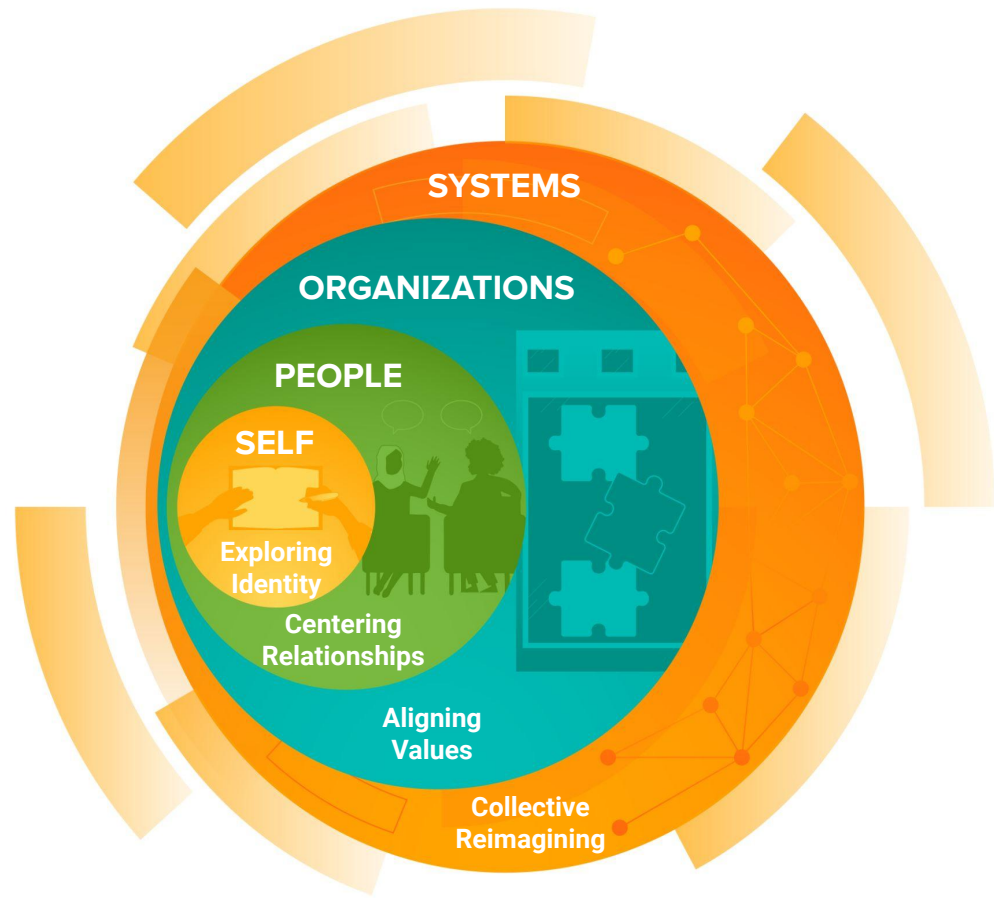**I**mpact | What impact or effect did their actions or inactions have on you/others/the work? | *The impact it had on me was…*

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PLI Managing People and Power

- PLI (ProInspire Leadership Institute): Managing People & Power **three day immersive workshop**!

- Register Today! Final Workshop **November 2-4th from 11-3PM (breaks included!)**

- HowSpace Digital Learning Platform

Download
The Leadership Model for Race Equity Impact

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SYSTEMS

ORGANIZATIONS

PEOPLE

SELF

Exploring Identity

Centering Relationships

Aligning Values

Collective Reimagining

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Make Commitments

What are some strategies you want to use to have generative conflict? How will you center relationships using a restorative approach?

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