

# *Welcome & Thank you for Joining Us*

## Share in the chat:

One word to describe how you're feeling today as we begin this conversation on *Aligning Values*



## Join our free workshop 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



## 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*



# Self to Systems: Leading for Race Equity Impact



# ProInspire Facilitators



**Kristen Lucas**  
(she/her/hers)  
Chief Operating Officer



**Dr. Monea Abdul-Majeed**  
(she/her/hers)  
Director

# Session Objectives



1

Review the ProInspire **Leadership Model for Race Equity Impact**, with a focus on Leading Organizations



2

Discuss the work of **Aligning Values** in organizations, including the first steps you can take!




3

Reflect on **Recommendations for Aligning Values** from our internal work and work with organizations

# Community Agreements

1. Be a learner, engage with bravery and curiosity
2. Take space, make space
3. Listen, listen, listen and process
4. Speak from the “I”
5. Acknowledge and attend to impact



# Introducing the...

# **Leadership Model for Race Equity Impact**



# Why this Leadership model

The Leadership Model encourages the adoption of practices (mindsets, skills and behaviors) that further racial equity within social sector organizations and social impact work.



We need to shift from **white dominant norms** to **behaviors that advance equity and justice**

Individualism,  
perfectionism, objectivity



Exploring how your identity  
impacts yourself & others

I'm the only one, fear of  
conflict, right to comfort



Centering impact and  
building relationships

Power hoarding, sense of  
urgency, progress is more



Aligning stated values,  
policies, mission statements

Competition, individualism,  
either/or thinking



Collective decision making  
by those most impacted

# Windows of Leadership and Core Commitments

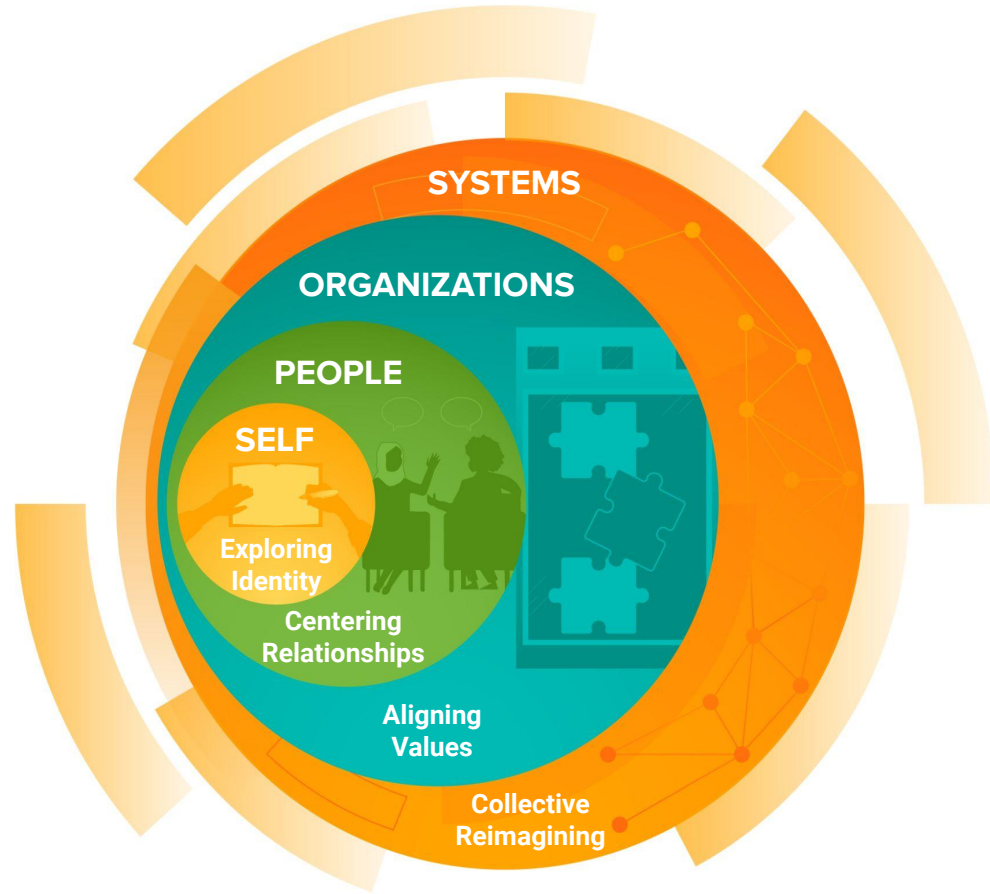
## Windows of Leadership:

The levels at which leaders can operate and create impact

Accompanying each Window is a **Core Commitment**

## Core Commitments:

The way of being leaders commit to when working at each level



# Introducing the Organizations Window

When leading Organizations  
you commit to **Aligning Values**



# The **Organizations** Window: **Aligning Values**

In the leadership of **Organizations** — we can disrupt institutional racism and cultural norms and policies of white dominant culture by **aligning stated values, beliefs, and mission statements at the organizational level.**

*“Integrity is choosing courage over comfort; choosing what is right over what is fun, fast, or easy; and choosing to practice our values rather than simply professing them.”*

- Brene Brown

# Aligning Values at the 3-As

## Active Learning and Unlearning

*Disrupt white dominant culture norms*



*Practice ways of working that support racial equity*

## Intentional Action

*Move away from policies that maintain exclusion and racial hierarchy*



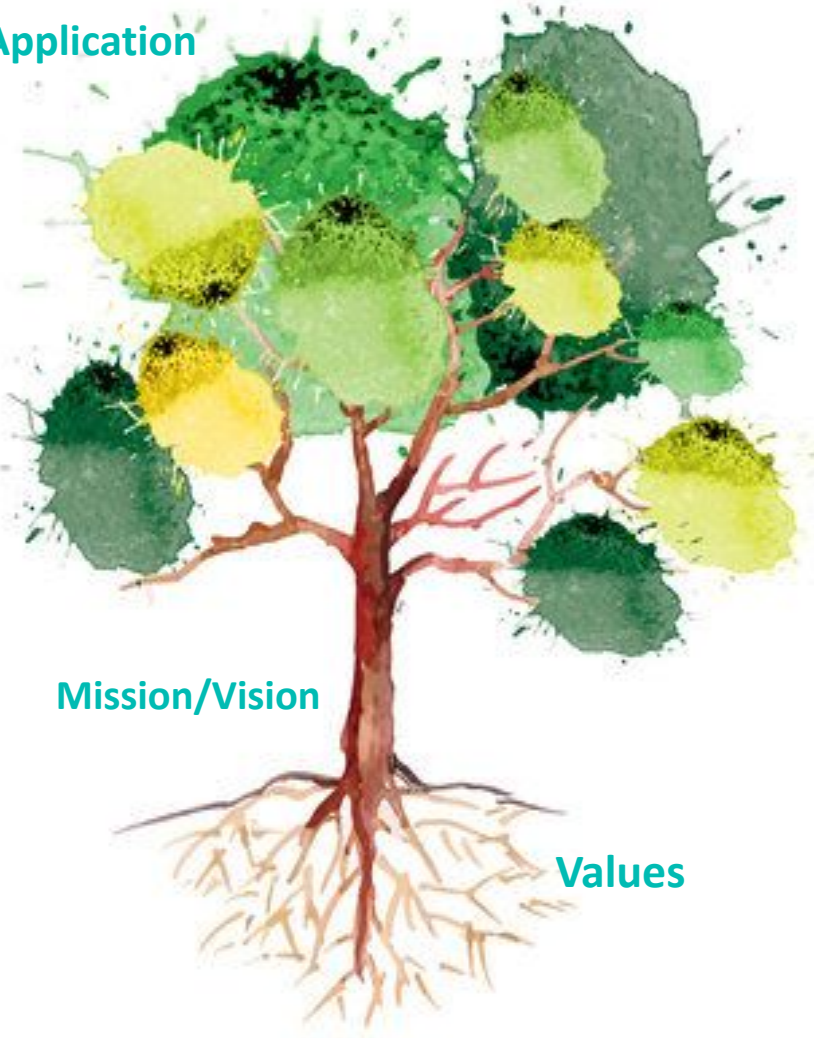
*Apply a racial equity analysis and cultivate a culture of belonging*

## Processes for Accountability

*Stop focusing on talk without action*



*Evaluate racial equity outcomes and feedback structures*



# Imagine a Tree

- **Values** are the roots
- **Mission/vision** is the trunk
- Branches are the **applications** of values, mission, vision

*Strong roots and trunk support branches to flow from that for the health of tree*

# Poll

Does your organization have core values around racial equity? (DEI, REDI, justice, etc.)



# Pause and Reflect

How does it feel when the organization's core values are aligned to racial equity impact?

# What We're Doing at ProInspire

Aligning values to build a **transparent** and **sustainable** culture where we can all **work well and grow** and **be well and whole**.



Equity

Collaboration

Authenticity

Courage

# Padlet

*How has your organization demonstrated alignment to racial equity values?*

*Where has your organization gotten stuck?*

# What We're Learning at ProInspire

**In our experience at ProInspire, and what we're experiencing with our organizational partners, our top five tips for aligning values are:**

- > Depth vs. Breadth of Work
- > Self-to-Systems Levels
- > Understand Impact
- > Ripple Effects
- > Change is a Journey

# Questions?



# ProInspire

Activating Leaders, Accelerating Equity



## Download our Leadership Model



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