

Diversity in Supervision: Developing A Successful Dynamic

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Objectives for Today's Session

- 1. Review the positive impact that diversity can and should have in any work place;
- 2. Discuss key parts of any supervisory relationship including: establishing and maintaining trust, setting expectations, comfort in difficult dialogue, identifying appropriate boundaries, reviewing work place values and ethical approaches to work/life;
- 3. Highlight common pitfalls and obstacles to creating and sustaining a successful relationship grounded in work and diversity; and
- 4. Offer real world successes earned via intentional connections and honestly embracing the perspectives that diversity can and does bring to the work environment.

Diversity in Supervision: Developing A Successful Dynamic

How does diversity positively impact a work environment?



“Diversity is about embracing differences, and recognizing the amazing things that are possible when it’s woven into an organization’s culture”



Cross Cultural Supervision



Optics



Critical Components of The Supervision Dynamic

- Establishing and Maintaining Trust
- Setting Clear Expectations and Reviewing Values
- Understanding the Culture of the Organization

Never discredit your gut instinct. You're not being paranoid. Your body can pick up vibrations, some better than others, and if something deep inside you says something's not right about a person or situation, trust it and keep it pushing.

“Be picky with
who you invest
your time in,
wasted time is
worse than
wasted money.”

Patience is when you are
supposed to be mad,
but you choose to
understand.



LearningMind



Critical Components of The Supervision Dynamic

- Comfort in Difficult Dialogue
- Identifying Appropriate Boundaries
- Ethical Frameworks: Situational and Adaptable

The greatest prison
people live in is
the fear of what
other people
think.



If you're interested in meaningful dialogue rather than a fight, start the conversation by saying; 'It has been my experience..'.
.

Anyone that denies your experience isn't there to solve anything.

Alonzo Kelly

I'VE FOUND THAT THE CHANGES
I FEARED WOULD RUIN ME HAVE
ALWAYS BECOME DOORWAYS,
AND ON THE OTHER SIDE I HAVE
FOUND A MORE COURAGEOUS
AND GRACEFUL SELF.

— ELIZABETH LESSER

Diversity in Supervision: Developing A Successful Dynamic

#thestruggleisreal (the struggle is real)

- Let's unpack the terms: successful dynamic
- Are our concepts static or fluid?
- Are we defining these terms for the higher education community or society as a whole?
- Is the construct different for students, staff and faculty?
- Where is equity in the conversation?

Managing Perceptions

13 Things White Men With Black Bosses Should Know...

I can easily find myself in group of people of my race on the job and when I do no one notices it or thinks anything about it.

If I get transferred to another office or department, I can be pretty sure I will be welcomed by someone of my own race. Not so for my boss.

I can be pretty sure that when I open the company directory to find the people who have the jobs/roles I will want someday I am seeing people of my own race.

I can be pretty sure of having my voice heard in a group discussion without first having to prove myself or assert my role.

WELP TIME TO PRETEND FOR



THESE WHITE FOLKS

Managing Perceptions

I can be late to a meeting without having it be attributed to my race.

I can get away with a few social faux-pays (like not replying to an email on time or talking with one's mouth full) without risking racial attributions.

I can succeed in a challenging situation without being seen as an example of “black progress,” or “progress” for some other non-white group if applicable. And I can fail without risking a confirmation of racial bias.

I am not asked to articulate the “white perspective” on a particular topic or problem.

I can be pretty sure that a conflict with a co-worker of a different race will more likely jeopardize his/her chances for advancement than my own chances.

The shape of my body is not taken as an indication of my race. Nor is how I choose to dress

Managing Perceptions

My success is not called into question because of my race even though the benefits of being white have provided me with significant benefits. (Would you change places in our culture?)

I can chart a career path without having to ask whether or not my race will be in impediment.

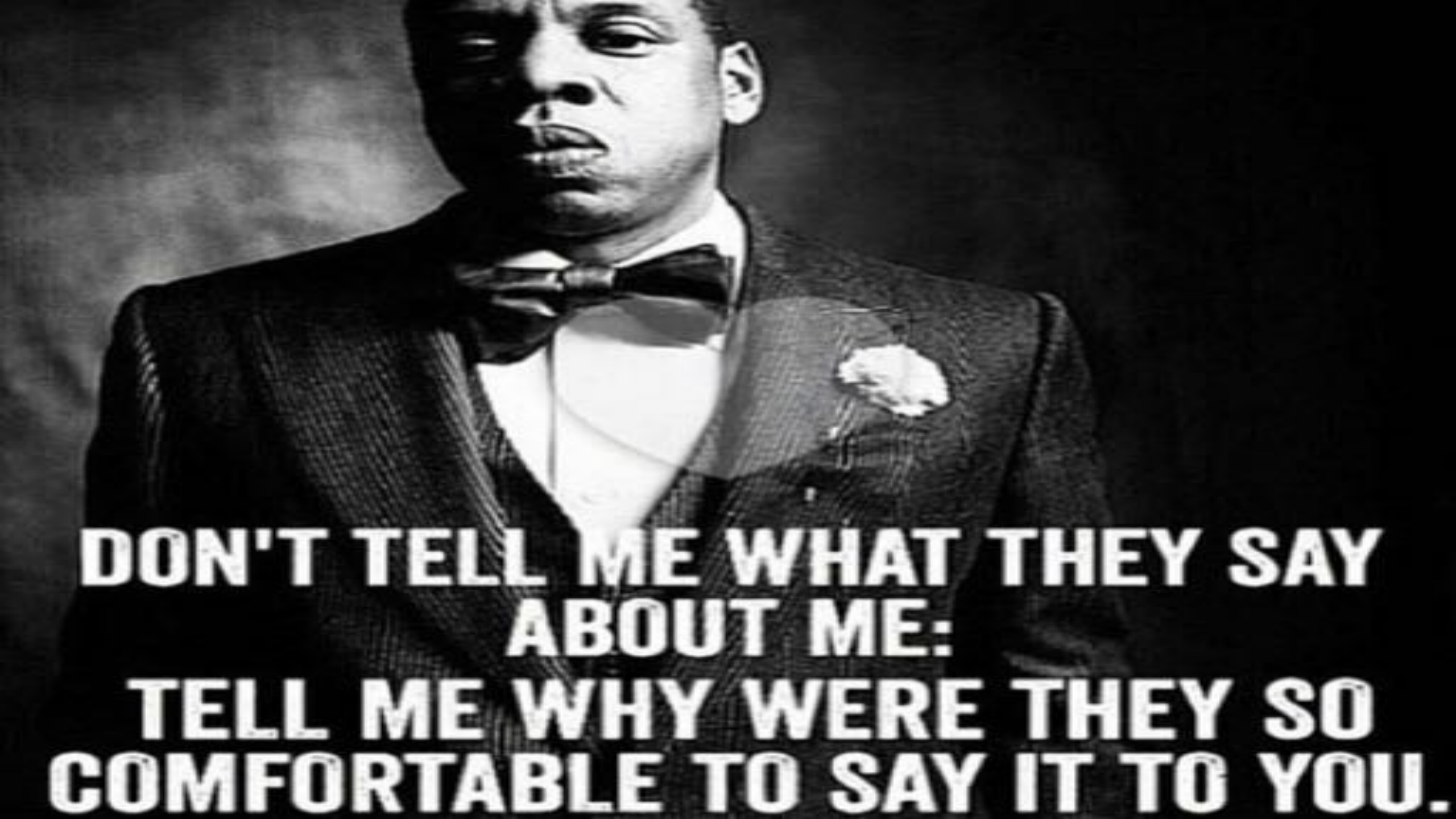
I do not have to worry that my credibility as a leader or colleague will in any way be tarnished by the implicit racial biases everyone carries around.

Privilege: *46 Examples* - No. 21: "I am never asked to speak for all the people of my racial group." No. 24: "I can be pretty sure that if I ask to talk to the 'person in charge,' I will be facing a person of my race."

- Powerful Individual/Weak Group – Weak Individual/Powerful Group

Awareness of “Unconscious” Bias

**IT IS NOT
ENOUGH
TO BE QUIETLY
NON-RACIST,
NOW IS THE TIME TO BE
VOCALLY
ANTI-RACIST.**



**DON'T TELL ME WHAT THEY SAY
ABOUT ME:
TELL ME WHY WERE THEY SO
COMFORTABLE TO SAY IT TO YOU.**

**WHEN A FLOWER
DOESN'T BLOOM, YOU
FIX THE ENVIRONMENT
IN WHICH IT GROWS,
NOT THE FLOWER.**

LEADERQUOTES - INSTAGRAM

ALEXANDER DEN HEIJER

“When you
know better
you do better.”

– **MAYA ANGELOU**

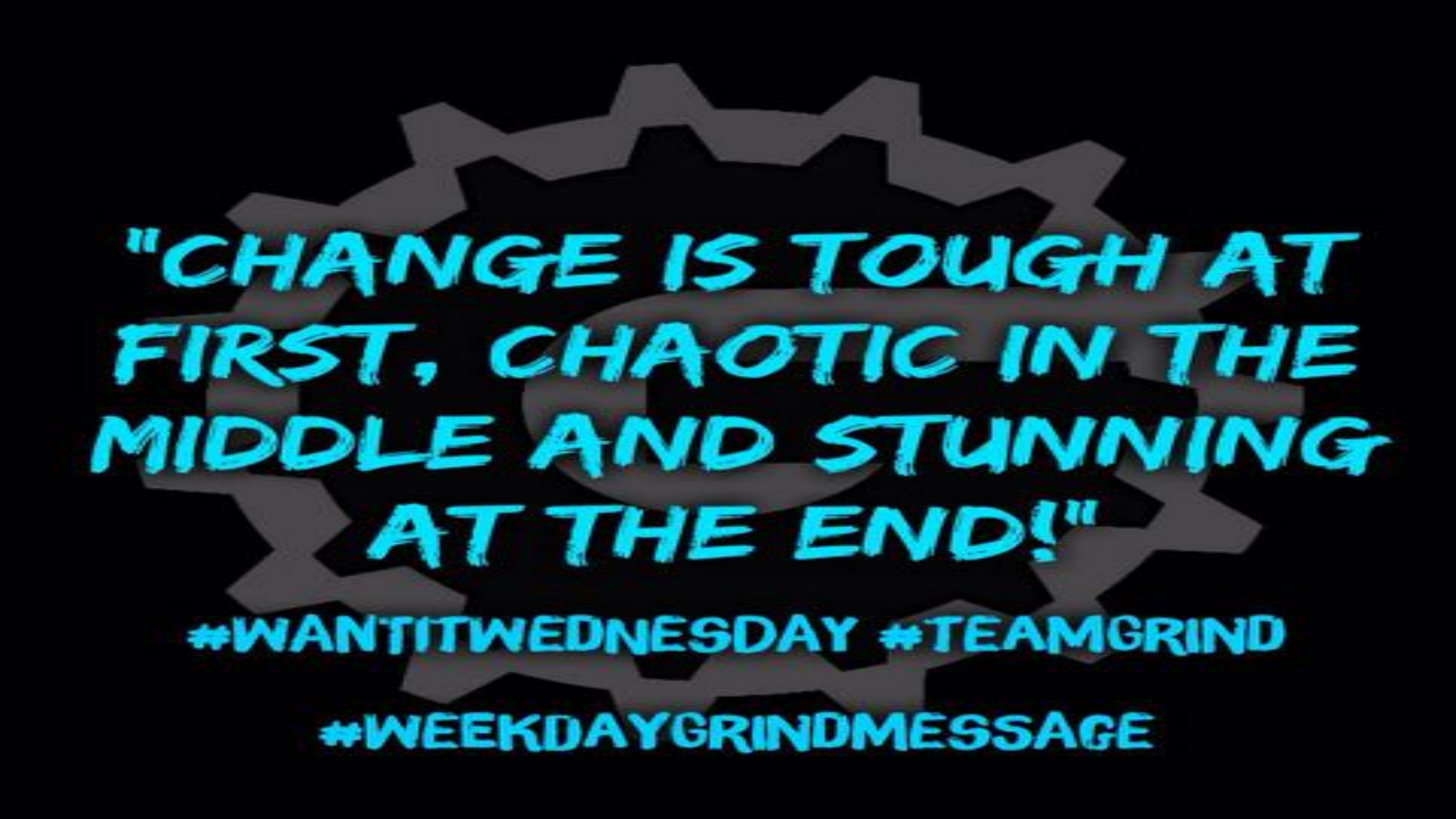
Common Pitfalls & Obstacles

This will not go fast and you will not enjoy it! (EASY)

Change for the sake of change is not just superficial – it's dangerous

The “Savior” & the “Magical Negro” (Strength in Numbers)

Who I assign the work to, determines who succeeds in the work (agency vs capacity)



"CHANGE IS TOUGH AT
FIRST, CHAOTIC IN THE
MIDDLE AND STUNNING
AT THE END!"

#WANTITWEDNESDAY #TEAMGRIND

#WEEKDAYGRINDMESSAGE

You cannot
change
what you
refuse
to confront

True Successes

I'm not telling you
it's going to
be easy —

I'm telling you
it's going to be
worth it.

- Art Williams

True Successes



True Successes

"WE CANNOT
BECOME WHAT
WE WANT BY
REMAINING WHAT
WE ARE"

-Max Depree

Question & Answer Session

What questions do you have for us?

**The world
suffers a lot.
Not because
of the violence
of bad people,
but because
of the silence
of good people.**

- Unknown

Resources/References

- <https://www.apa.org/careers/early-career/race-culture.pdf>
- <https://www.counseling.org/Resources/Library/ERIC%20Digests/94-14.pdf>
- <https://www.forbes.com/sites/toddessig/2016/03/07/13-things-white-men-with-black-bosses-should-know/#6cedaff41ebe>
- <https://www.newyorker.com/books/page-turner/the-origins-of-privilege>
- <https://www.acenet.edu/higher-education/Pages/Campus-Diversity-and-Inclusion.aspx>

We Appreciate You Attending!

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