

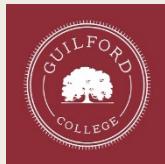
Women's Economic Development Network

The Future of Diverse, Equitable, and
Inclusive Economic Development





Diverse environments. Common challenges.



- DEFT – *deft* / (adjective): neatly skillful and quick in one's movements; demonstrating skill and cleverness.
- Human behavior, communication, authentic leadership.
- The world is CRAVING strong, authentic leaders. Influence and social capital are currency!

Old Concepts, New Approaches

- **Diversity** = Presence of difference **IN IDENTITY**.
Some aspects offer privilege, others present barriers.
- **Equity** = Acknowledging our unequal start and
COMMITTING TO CORRECTING the imbalances.
This requires **ALL** of us.
- **Inclusion** = Valuing, welcoming, and leveraging our
differences.

Do you care enough to commit?



- Our lenses are shifting...
- Legal vs. ethical (i.e. zoning, slavery, spousal rape, etc.) → Inclusive economic developers have to grapple with this.
- **COMMON CHALLENGES:**
 - *You hate politics. Do you have a “policy friend?” How do you engage your local government?*
 - *You’re accustomed to leading projects, but not diverse people. How do you effectively make that transition?*
 - *You’re coming to a new and/ or clearer understanding of how historic inequities have impacted our economic and relational landscapes. What do you do with this new knowledge? P.S. – Nobody wants to be vilified.*

Poll Question

What do you believe is the most important new set of skills to cultivate in order to thrive in the future economy?

Future Skills You'll Need In Your Career By 2030

- Cognitive flexibility. The rise of digital technologies means you're going to need to be able to handle the plethora of opportunities and challenges that come with it. ...
- Digital literacy and computational thinking. ...
- Judgement and decision-making. ...
- Emotional and social intelligence. ...
- Creative and innovative mindset.

au·then·tic:
/ô'Then(t)ik/
(adjective)

1. of undisputed origin;
genuine.



■ Authentic Leadership Theory

(Avolio et al., 2004; Jensen & Luthans, 2006; Northouse, 2016; Walumbwa et al., 2008).

4 Dimensions:

1. *Self awareness*
2. *Internalized moral perspective*
3. *Balanced processing*
4. *Relational transparency*

Why Authenticity Matters in Leadership

- Research suggests...
 - Teams led by authentic leaders tend to “**enjoy more positive outcomes** and more **productivity**” (Lewis, 2013).
 - People who are a part of oppressed groups, such as **women** and **minorities**, must often choose between being authentic and “[behaving] according to the demands and requirements of powerful others” (Lewis, 2013, p. 252).

Breakout Session (15 min)

- **HISTORY:** How do you see America's history of inequity showing up in your day-to-day life?
- **HERSTORY:** When our future remembers us as its past, how do you wish to be remembered?
- **HOMEWORK:** What is one (1) daily habit you can commit to in order to address our lack of diversity, equity and inclusion (i.e. reading 1 article about our country's inequitable past and/or your city's economic history; selecting 1 person whose views differ and cultivating honest conversation on purpose;

Listening and Transforming Communicative Laziness

1. *Play the long game. Connect the dots. Gather the data.*
2. *Identify your researchers and trumpets.*
3. *Curate listening forums and community town halls.*
4. *Mobilize neighbors and volunteers.*
5. *Leverage social media.*

How We Support Individuals & Organizations

- **COMMUNICATION INFRASTRUCTURE:** Listening, trust-building, and the enhancement of team productivity.
- **METHODS:** Group coaching sessions, communication workshops, reviewing Employee Handbook and other human resources policies, etc.
- **1-ON-1 COACHING:** Personalized, goal-oriented authentic and transformational leadership development support.



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