



Becoming an equity-centered leader requires introspection on the part of the leader. It is vital that we become aware of how our identity and experiences shape our approach to issues of equity. We cannot disrupt inequity if we don't understand our relationship to them.

Personal Reflection

Looking back on your life, what experiences have shaped your perceptions about equity?

List as many social identities for yourself that you can think of. For example, generation, ethnicity, race, religion, gender sexual orientation, nationality (dis)ability, political affiliation, relationship status, profession, socioeconomic status, etc.

Based on the Managing Bias course, what connections have you made between your identity and the ideas of equality, fairness, and equity?

In your close circle of friends, how many of them share many of your social identities?

Think of an experience related to inequity that still bothers you today. Jot it down.

If you could do anything differently about how you reacted to that experience, what would it be?

How well do you know what is most important to those you lead? Is there any room for improvement here?

What are some ways you can increase your understanding of those on your team?

What are some ways you can make it safe for others to bring their "whole" self to work?

What is one action you can commit to that will promote safety and increase your understanding of those you lead?