

DEI AND VOLUNTEER LEADERSHIP

**ASHA LEADERSHIP ACADEMY
ON-DEMAND WEBINAR**

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ASHA DISCLOSURE STATEMENT

Tatia D. Granger, PhD

- ◆ Financial: Subcontractor to Nourse Leadership Strategies, Independent Contractor.
- ◆ Receiving compensation from ASHA for conducting this webinar.
- ◆ Non-Financial: None

INTRODUCTION

LEARNING OBJECTIVES

By the end of this session, participants will be able to:

- ◆ Describe DEI as levers for more productive volunteer engagement and impact.
- ◆ Explain practices for creating psychological safety, including recognizing and addressing microaggressions and domains of privilege.
- ◆ Explain how to facilitate sensitive discussions based on a growth-focused model (ADVANCE), especially around race.

AGENDA

- ◆ Part 1: Key concepts
- ◆ Part 2: Process gain and volunteer leadership
- ◆ Part 3: Psychological safety
- ◆ Part 4: Framework for growth
- ◆ Wrap-up

GETTING THE MOST OUT OF THIS WEBINAR

- ◆ Print this guide
- ◆ Learning environment
- ◆ Stop the action
- ◆ Deepen your learning

CORE LEADERSHIP COMPETENCIES

- ◆ Recognizing and understanding key concepts for embracing and maximizing cultural differentiation
- ◆ Acknowledging the range and impact of personal capital based on social dimensions of abundance and deficit
- ◆ Recognizing interpersonal insults aligned with one's cultural dimensions
- ◆ Creating space to support high level performance without fear of rejection

PART 1: KEY CONCEPTS

The Dance Party Metaphor



- ◆ **Diversity** is being asked to the party
- ◆ **Equity** is making sure everyone has access to the party
- ◆ **Inclusion** is being asked to dance at the party
- ◆ **Belonging** is engaging different people to plan the party

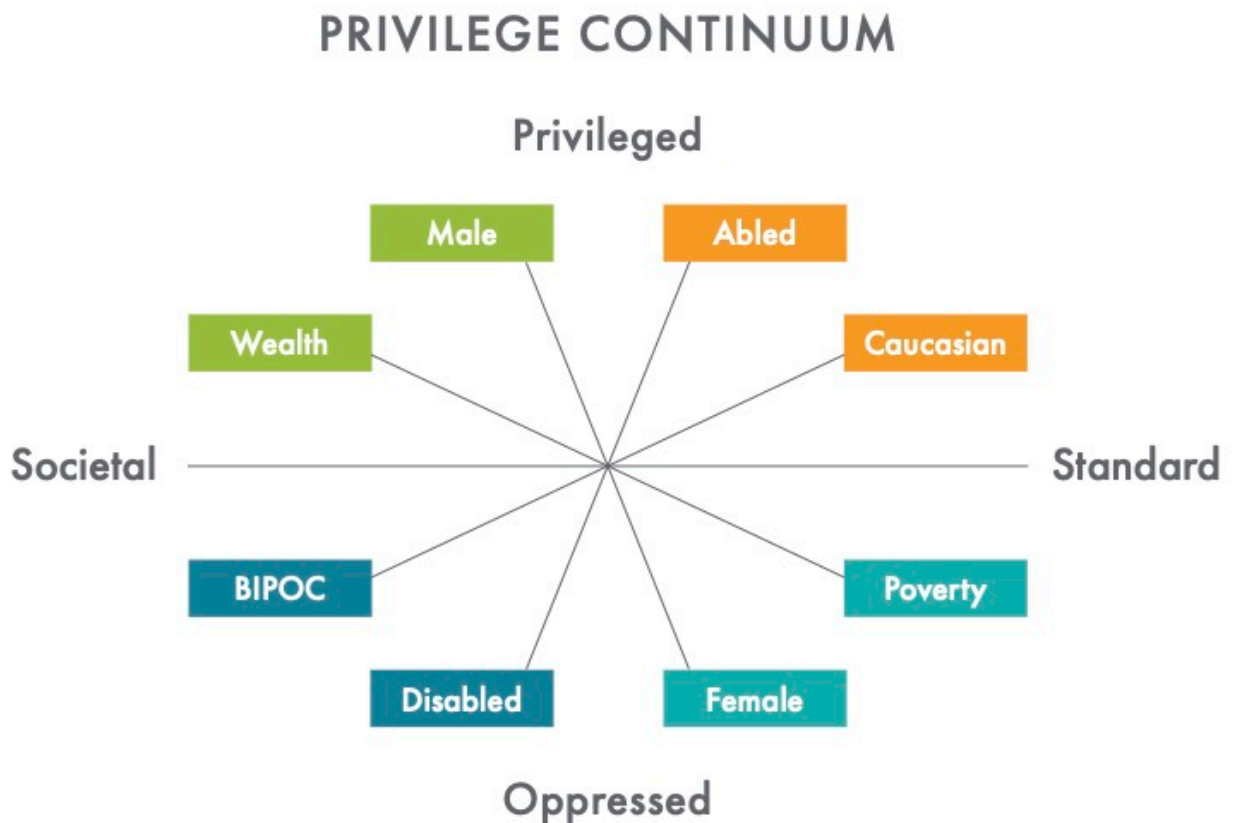
Other key terms include:

- ◆ **Microaggressions** are subtle interpersonal exchanges that cause harm to others whether intended or not
- ◆ **Psychological safety** is a belief that you will not be rejected in a group setting

ACTIVITY: DEI VOLUNTEER LEADER PRACTICES

Reflect on the following question: What are the behaviors of volunteer leaders who appear skilled in diversity, equity and inclusion practices?

PART 2: PROCESS GAIN & VOLUNTEER LEADERSHIP



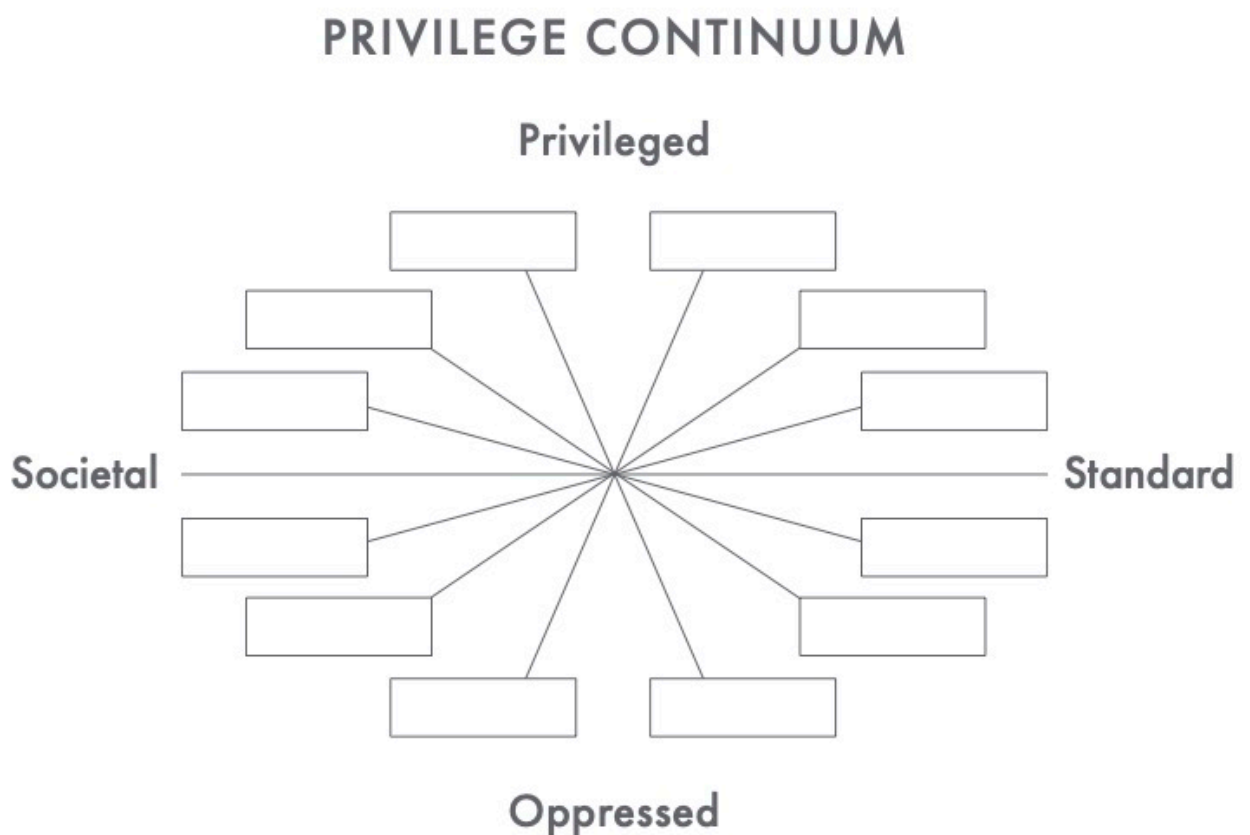
Intersectionality refers to the intersection of your multiple identities

Privilege refers to special advantages, rights or immunities granted or available to specific groups, and not by request

Process gain describes the advantages of working on a project as a team to maximize talents toward a shared goal

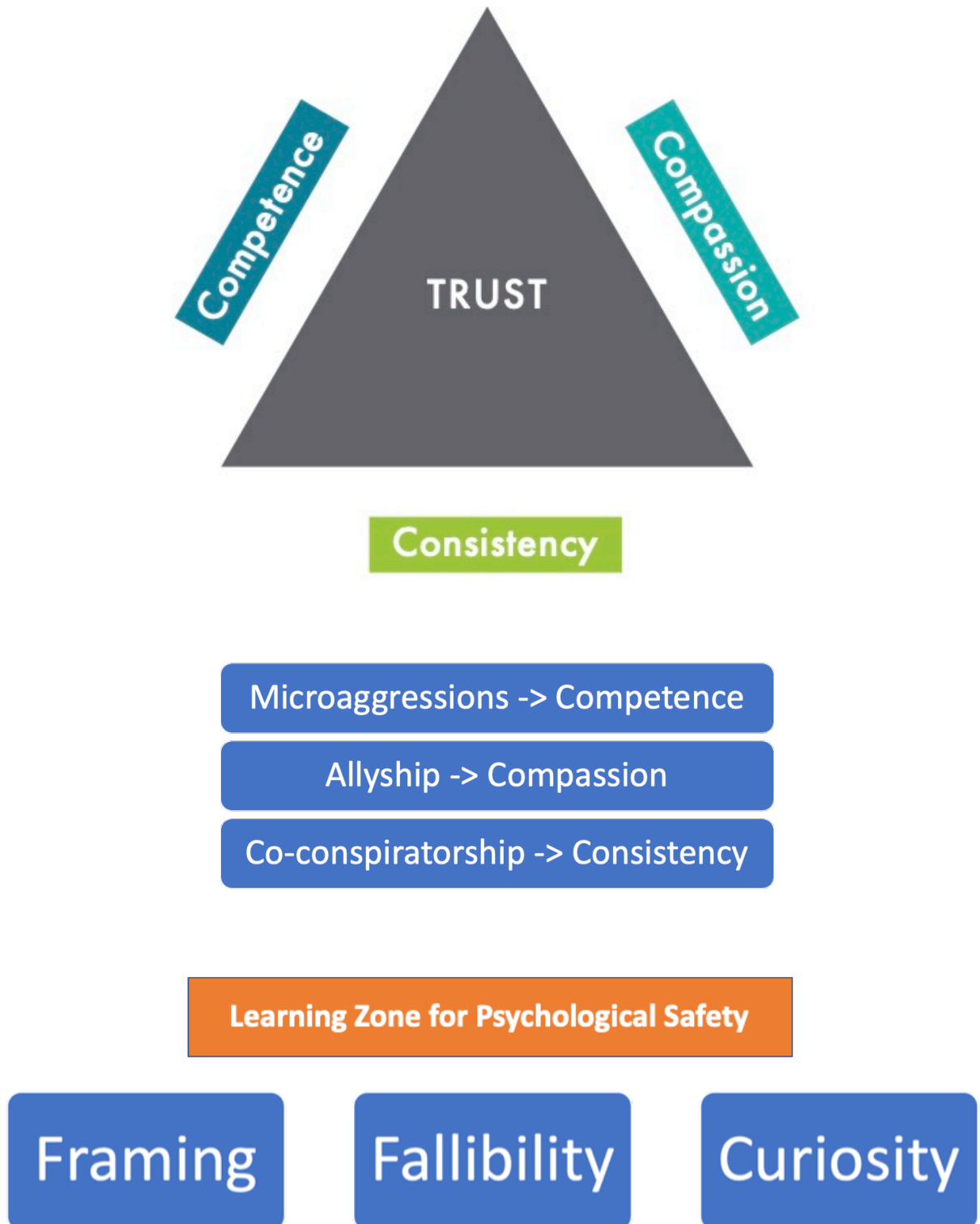
ACTIVITY: PROCESS GAIN

Instructions: Identify personal characteristics or traits for yourself that you recognize as privileged or oppressed based on societal standards. Capture these in the graphic below (refer to Page 8 for examples).



- ◆ To what extent are you surprised by your privilege?
- ◆ What about this diagram challenges how you see yourself?
- ◆ How might this exercise contribute to your volunteer work?

PART 3: PSYCHOLOGICAL SAFETY



ACTIVITY: BUILDING PSYCHOLOGICAL SAFETY

Instructions: Assess the trust-building factors on a committee you have served by evaluating the presence of each set of behaviors related to DEI.

Behavior	Rating 1 (Weakest) – 5 (Strongest)	Evidence to Support Your Rating
Volunteer competence for DEI		
Volunteer compassion for DEI		
Volunteer consistency in DEI practices		

1. To what extent does your committee's behavior support a learning zone (i.e., psychological safety) for DEI?

2. What needs to change to establish greater psychological safety?

3. How committed are you to supporting these changes?

PART 4: FRAMEWORK FOR GROWTH

ADVANCE for DEI Growth



FACE

Face the situation in the moment



SPACE

Equip volunteers with the space for discussion



PLACE

Identify and move toward a learning place on the issue

Discussion prompts for facilitating DEI conversations with a growth-mindset:

- ◆ *Let's take some time to address this situation.*
- ◆ *Who wants to share their thoughts on this situation?*
- ◆ *Let's hear from others about this situation?*
- ◆ *What else would be helpful to know?*
- ◆ *How can we support each other in this discussion?*

ACTIVITY: CASE STUDY APPLICATION

Instructions: Read the short case and be ready to discuss the questions below. Keep the ADVANCE model in mind for this exercise.

Reis (an African American millennial female) is a new member of the membership committee and excited about the committee's work to identify and onboard a more representative group of volunteers across this and other committees. Her interview with the recruiting sub-committee goes well and she is looking forward to getting to work with the larger group.

During her first committee meeting, and after she enthusiastically introduces herself, one of the committee members comments that Reis is quite energetic and articulate and suggests that inviting more friends "just like her" will make the committee's work to expand its diversity profile much easier. Reis's visible reaction is a deflated "hmmm."

1. What is happening in this moment?
2. How might we restore her anticipated engagement?
3. How could the committee member's comments have contributed to her reaction?
4. How might other committee members respond?

SUMMARY

- ◆ DEI is multi-faceted.
- ◆ DEI work requires competence, compassion, and consistency of practice (i.e., trust factors).
- ◆ Psychological safety is reinforced through learning and a growth mindset.
- ◆ Everyone enjoys privilege; we need to acknowledge our privilege and its impact in our volunteer leader role.

ADDITIONAL RESOURCES

The Party: An Analogy of Diversity, Equity, Inclusion and Belonging. Jeff Hutchinson. LinkedIn, <https://www.linkedin.com/pulse/party-analogy-diversity-equity-inclusion-belonging-jeff-hutchinson>.

Microaggressions in Everyday Life. Second Edition. Derald Wing Sue and Lisa Beth Spanierman. Wiley, 2020.

Expanding the Definition of Privilege: The Concept of Social Privilege. Linda L. Black and David Stone. Journal of Multicultural Counseling and Development, October 2005. Vol 33.

The Differences Between Allies, Accomplices & Co-Conspirators May Surprise You. Tiffany Jana. Medium.com. Feb 4, 2021. <https://aninjusticemag.com/the-differences-between-allies-accomplices-co-conspirators-may-surprise-you-d3fc7fe29c>

Leveraging Diversity through Psychological Safety. Amy Edmondson and Kathryn Roloff, Rotman Magazine, Fall 2009.

High Performing Teams Need Psychological Safety. Here's How to Create It. Laura Delizonna. HBR.org, August 24, 2017.

Four Steps to Boost Psychological Safety at Your Workplace. Amy Edmondson and Per Hugander. HBR.org, June 22, 2021.

The 3 Elements of Trust by Jack Zenger and Joseph Folkman, Harvard Business Review. February 05, 2019.