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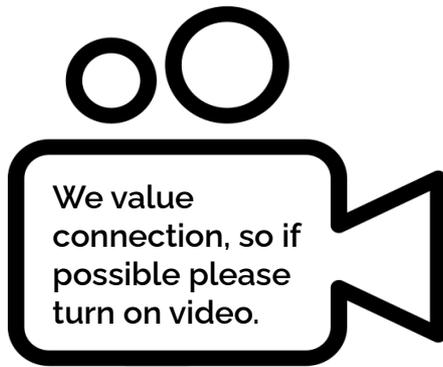
# The Fundamentals of Equitable Employee Development

Public Training Series 2024

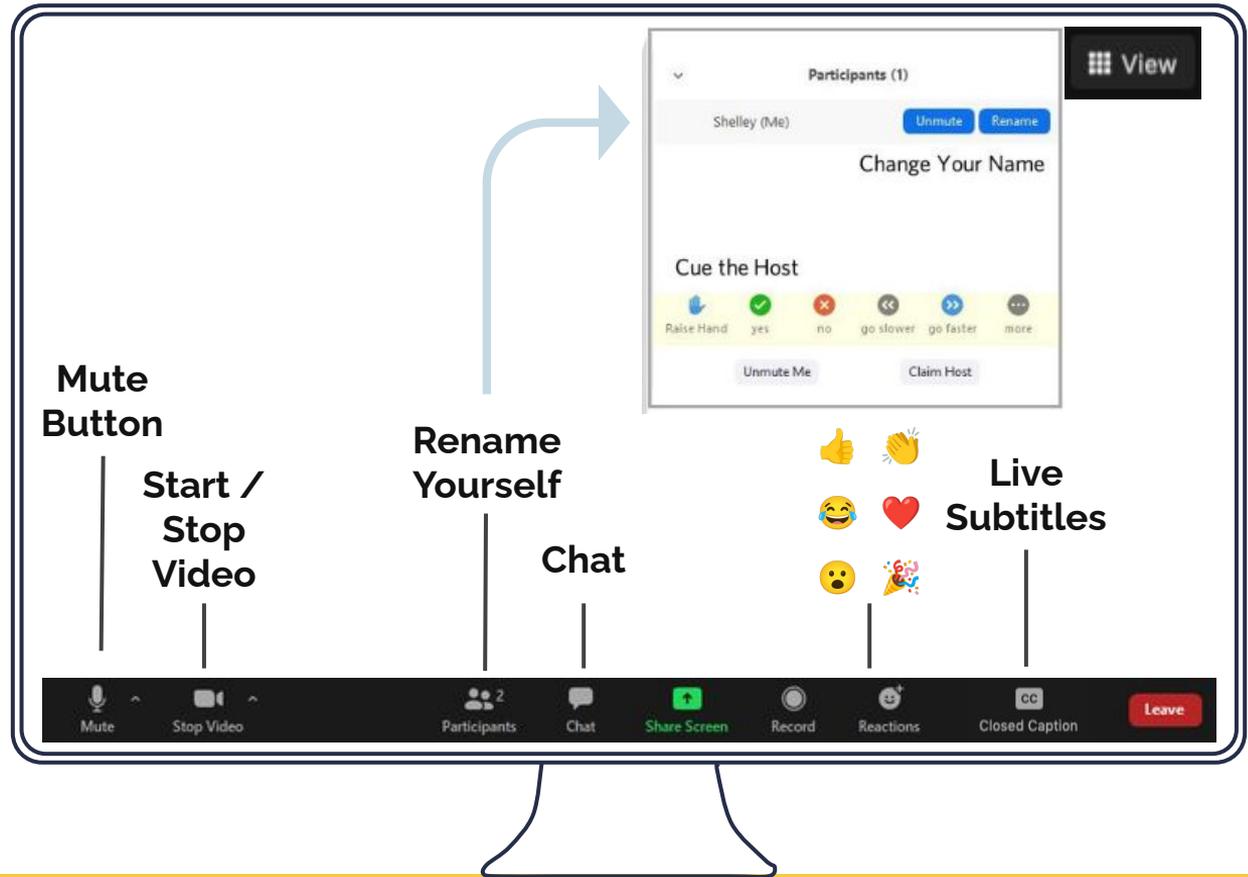


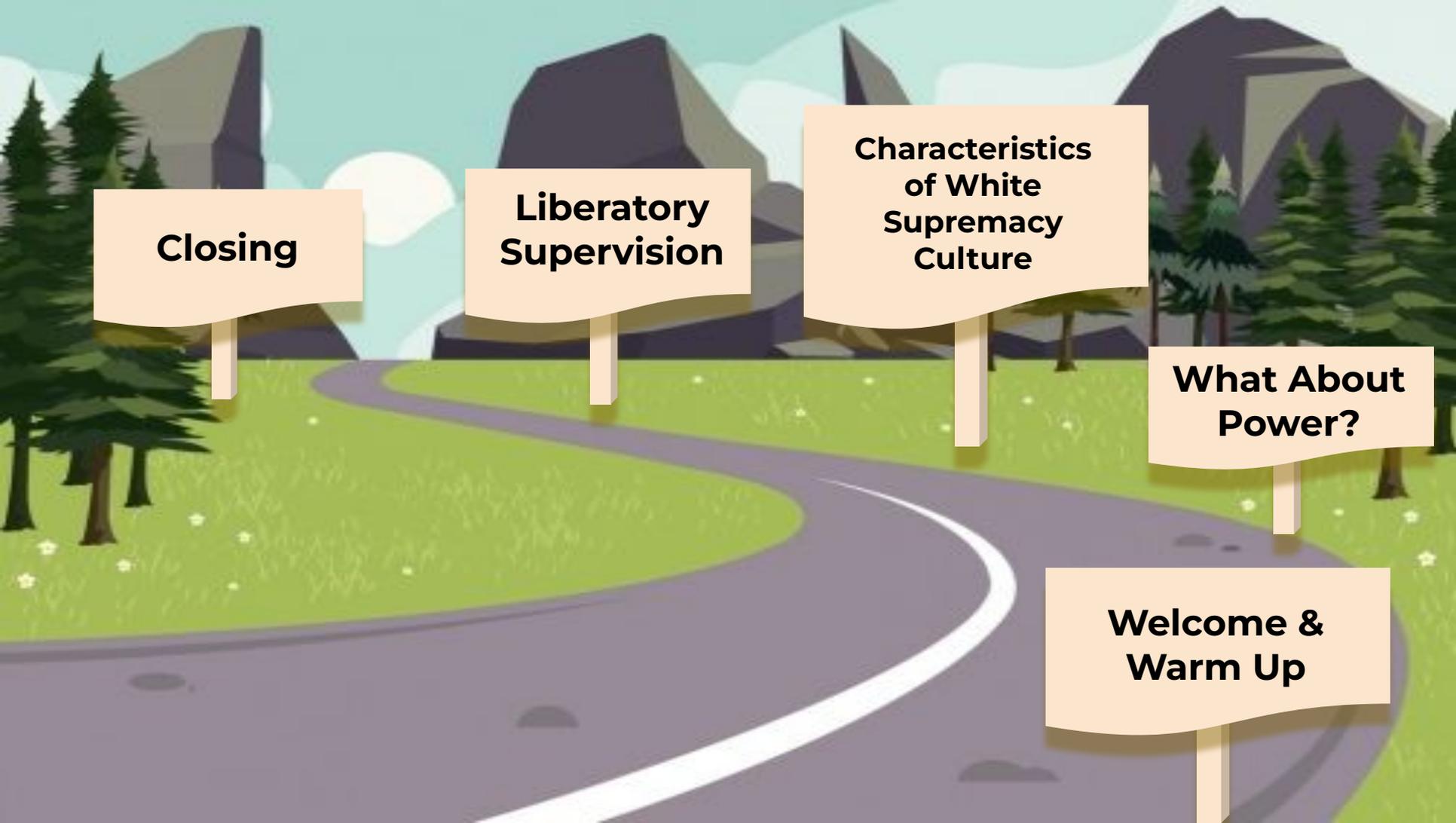
**BeTheChange™**

# Zoom Features: Computers & Laptops



Switch between Gallery and Speaker View





**Closing**

**Liberatory  
Supervision**

**Characteristics  
of White  
Supremacy  
Culture**

**What About  
Power?**

**Welcome &  
Warm Up**

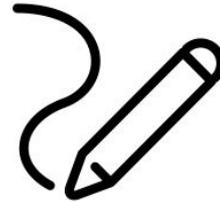
# Warm Up: Picture This



Grab a pen  
and paper



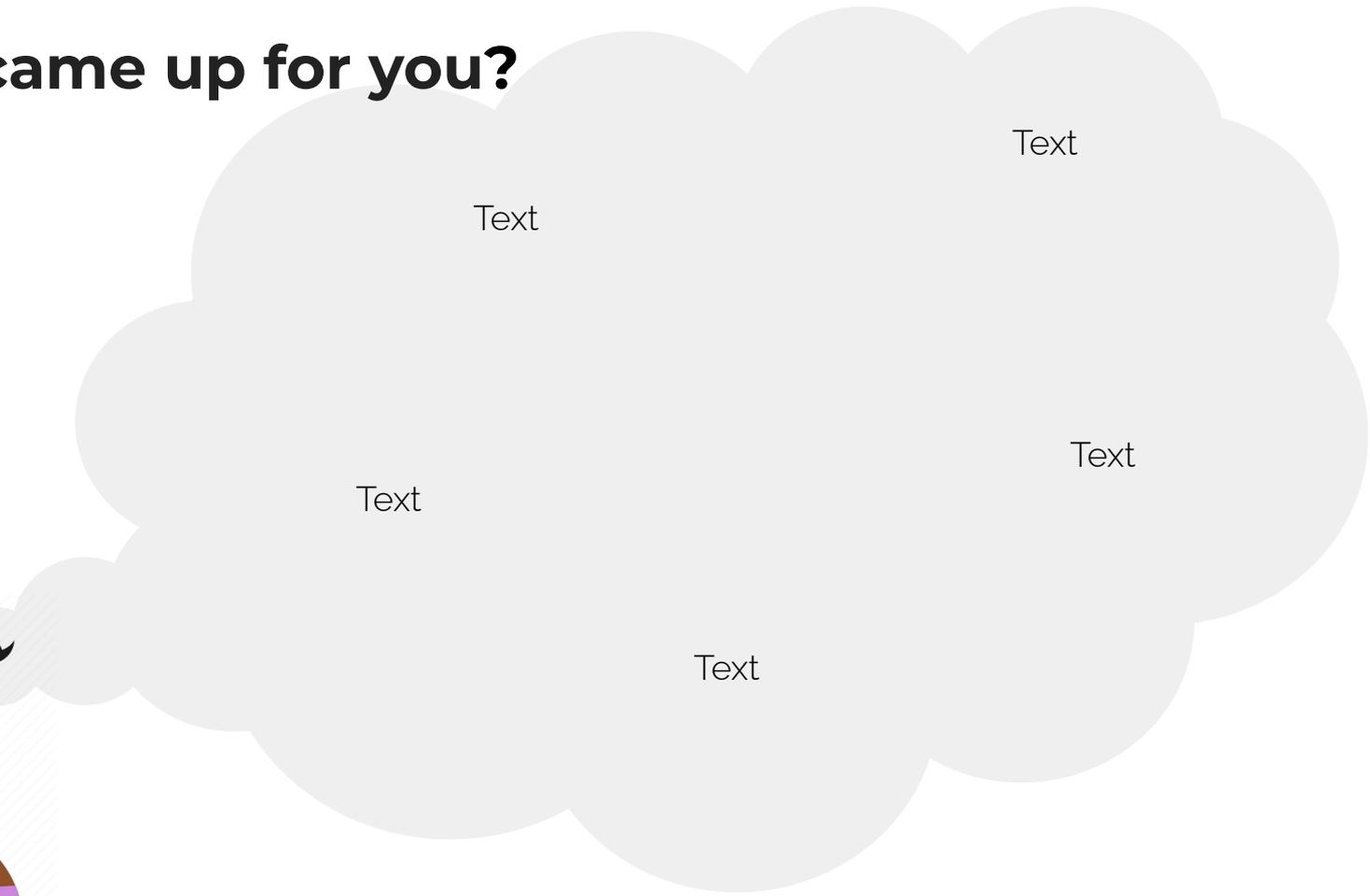
We need a  
volunteer!



Draw what  
the volunteer  
describes. No  
questions for  
now!



# What came up for you?



Text

Text

Text

Text

Text

# Defining Success

How was success defined in this activity?

- To guess the image correctly
- Having a coherent idea that comes together

How ELSE could Success have been defined?

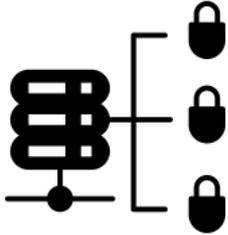
- Having fun
- Effort
- Creativity
-



**What are some of the  
ways a supervisor  
holds power?**

# What are some ways a supervisor holds power?

Power of Security



Power to Assess Value and Evaluate



Power to Invite Feedback or Not



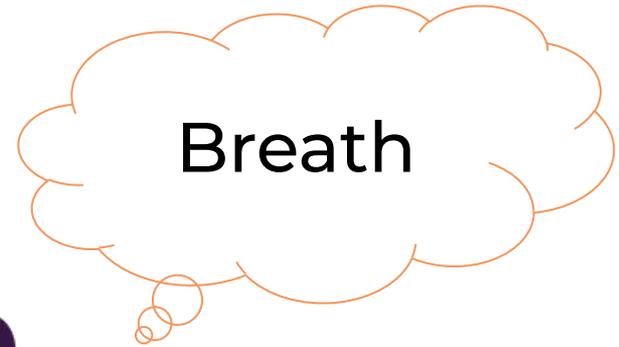
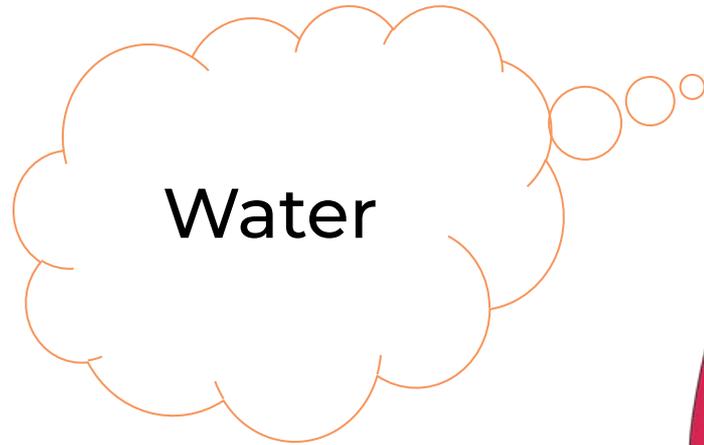
Power of Information



Power to Integrate Feedback, or Punish the Giver



# Break



# The Characteristics of White Supremacy Culture

From *Dismantling Racism: A Workbook for Social Change Groups*,  
by Kenneth Jones and Tema Okun, ChangeWork, 2001



# Individualism

It is believed that people work best individually, rather than collectively. Value is placed on self-sufficiency, efficacy and economizing of time and resources in completing work.



# Sense of Urgency

It is more important to keep things moving and take on more work than to slow down, step back to re-prioritize, or take care of oneself or others. The important can be sacrificed for the urgent.



# Paternalism

Those with power feel authorized to think and act on behalf of those without power.



# Quantity over Quality

Things that are measured are prioritized, examined and discussed. People's emotional needs or attention to process are secondary to concrete outcomes.



# Let's Work this Muscle!

1

Click on the Link in the Chat. Make a Copy.

3

Create examples of what supervision looks and some pivots can be made

2

Work through each of these dominant culture slides

4

Discuss your thinking with your Group.



# How might a supervisor amplify Individualism?

**Individualism:** It is believed that people work best individually, rather than collectively. Value is placed on self-sufficiency, efficacy and economizing of time and resources in completing work.

## A Supervisor Could...


## Instead We Could...


# How might a supervisor amplify Sense of Urgency?

**Sense of Urgency:** It is more important to keep things moving and take on more work than to slow down, step back to re-prioritize, or take care of oneself or others. The important can be sacrificed for the urgent

## A Supervisor Could...


## Instead We Could...


# How might a supervisor amplify Paternalism?

**Paternalism:** Those with power feel authorized to think and act on behalf of those without power.

## A Supervisor Could...


## Instead We Could...


# How might a supervisor amplify Quantity over Quality?

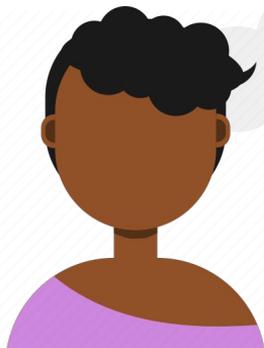
**Quantity over Quality:** Things that are measured are prioritized, examined and discussed. People's emotional needs or attention to process are secondary to concrete outcomes.

## A Supervisor Could...


## Instead We Could...

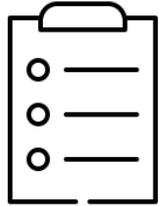

# DEBRIEF

What came up for you?



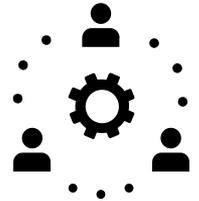
# Competencies of a Liberatory Supervisor

- Demonstrates the ability to grow, mentor and invest in staff different than them.



- Reflects on ways dominant culture practices hinder or support employee performance, and sets criteria for staff development using transformative practices.

- Builds a staff development plan that includes a racial context analysis and builds on staff gifts.



- Designs organizational systems and structures to support staff, rather than expecting them to be successful independently or to work out challenge areas alone.

# What Do I Do Next?

- Review the characteristics of white supremacy culture and actively **SEEK OUT** examples in your organization.



- Use the handout to take some time to imagine a supervision challenge and work through the antiracist pivots.
- Integrate Competencies of an Antiracist Supervisor.

# Thank you for coming!



We value your feedback! Please take a moment to fill out this survey!



Look out for our **follow up email** with the session materials.

Choose a picture that reflects how you are now,  
as we close.

1



2



3



4



5



6

