

Culturally Responsive Supervision

Antiracist Pivots



Step 1: Reflect on a Staff Member

Reflect on one Supervisee (write in their name)

When/Where does this person shine?

When/Where does this person struggle?

How Is Your Perception of this Person Impacted by: **Organizational Practices of Paternalism and Power Hoarding (i.e. making decisions without input from all staff)?**

How Is Your Perception of this Person Impacted by: **My Beliefs around Individualism (i.e. the idea that “folks have to work alone”)?**

How Is Your Perception of this Person Impacted by: **My Sense of Urgency and Quantity over Quality (i.e. skipping the connection in order to attend to the content)?**

Step 2: Design Antiracist Pivots

Based on your reflection above, could any of these antiracist pivots help you to establish, to invest in, develop, support, and GROW this person?

Ideas	This Is Something I Could Try (Yes/No)
Celebrate what is hard for you. Share things like “I am struggling to...”	
Embrace your own vulnerability: Share things like “One way I could have done that better is...”	
Slow Down and Visibilize the Process, which might sound like “Let’s brainstorm 5 ways to get to this outcome and talk through the pros and cons of each one.”	
Clarify roles and responsibilities.	
Articulate competencies, give courageous feedback so people know where they stand.	
Ask yourself and other leaders: If we want more shared ownership and decision-making, how do we make visible the thinking that lives in a manager's head?	
Make project budgets transparent.	
Name Values and Agreements.	
Create process agreements on your team.	
Use an aligned project management system to make tasks and deliverables transparent.	
Use a conflict/tension naming process.	

Give cross-functional teams initial support (hire a consultant to lead an alignment session).	
Be clear about how much leadership these groups have.	
Set recurring meetings. Identify a process/protocol for the recurring meetings.	
Stay connected to the process!	
Don't dip out, and don't micromanage.	

Step 3: Choose Action Steps

Based on the reflection above, choose three next steps you will take.

My Next Steps
Idea 1
Idea 2
Idea 3

Step 4: Assess Yourself as An Antiracist Supervisor

Read through the following list of Antiracist Supervisor competencies.

Antiracist Supervisor Competencies	On a scale from 1-5, I Rate Myself At...
Demonstrates the ability to grow, mentor and invest in staff different from them.	
Reflects on ways dominant culture shows up in the organization and sets criteria for staff development using transformative practices.	
Builds staff development plan balancing 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.	

Of the competencies above, which three do you most want to work on, as a supervisor?

Text Here

Text Here

Text Here

Step 5: Get Feedback!

Ask three colleagues to give you feedback on the areas you have prioritized above. Come up with 3-5 concrete ways you can integrate antiracist pivots into the ways you supervise.

Antiracist Pivots...

Idea 1

Idea 2

Idea 3