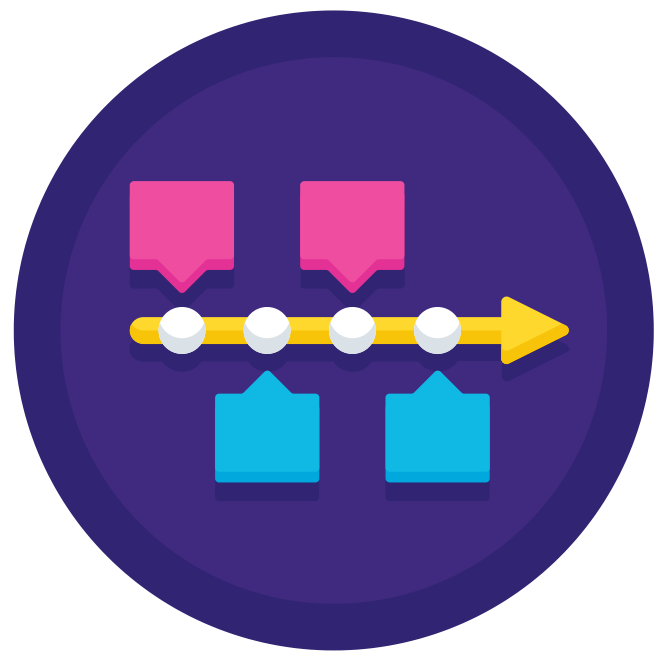


# 5 Takeaways DEI SPEAKER & WORKSHOP SERIES #3

## 1

### What is your leadership timeline?

Reflect on the important moments throughout your leadership journey. How have these impacted the leader you are today? How will these impact the leader you wish to be tomorrow? How do these support your journey to becoming a more inclusive leader?



## 2

### Gender and Sexual Diversity

Actively create safe spaces in collaboration with those who may benefit from these spaces.

- Using the right pronoun mitigates suicide risk among trans<sup>x</sup> community.
- Sharing your pronouns allows others to feel safe in your space.

## 3

### Nine components or principles of Emergent Strategy by Adrienne Maree Brown

1. Small is good.
2. Change is constant.
3. What you pay attention to grows.
4. Find the conversation in the room that only these people can have now.
5. There is always enough time for the right work.
6. Move at the speed of trust (critical connection/building the relationships)
7. Never a failure, always a lesson.
8. Less prep, more presence
9. Trust the people - they will become trustworthy.



## 4

### RSB AGE & VT Guiding Principles

1. Our leadership is committed and model what is expected from us all.
2. We are respectful of one another and our different perspectives.
3. We are not afraid to name things that are uncomfortable.

## 5

### The next elegant step

- Continue discussing and sharing.
- Increase reflecting and disseminating.
- Select one action to implement.

