



# Leading More Inclusively

*A Focused Learning Plan*

As a higher ed leader, you cannot lead in a vacuum -- you will need to relate to and lead people from all walks of life. Learn why leading more inclusively boosts your credibility as a leader, creates a strong professional environment, increases your ability to effectively lead, and ultimately will set you up for success as a leader.

1.

## Complete the "Understanding and Addressing Microaggressions" Course



60 mins



Short Course

*To lead more inclusively, you need to start by developing a strong awareness of your own behavior. In the 3 short videos included in this lesson, you learn:*

1. *What are microaggressions?*
2. *Why do microaggressions happen?*
3. *How can we address microaggressions?*

2.

## Read a 3 Article Series on Leading Inclusively



60 mins



Blog

*In this 3 part article series, explore how leading inclusively requires a shift in organizational culture, not just equipping marginalized groups with tools to succeed.*

1. ["Challenging Androcentrism and Implicit Bias in the Academy"](#)
2. ["Challenging Androcentrism in the Academy: Why We Need to Value Empathy More"](#)
3. ["Gender Bias in Higher Education: Why We Need to Develop Self-Aware Leaders"](#)

3.

## Watch "Starting Courageous Conversations to Foster Diversity and Difference"



60 mins



Webcast Recording

*Part of leading inclusively, whether in a formal leadership position or not, means having courageous conversations. In this webcast, learn skills around social identities and implicit bias.*

4.

## Complete & Submit Your Final Reflection!

*Please complete all of the reflection activities on the next page. Don't forget to submit your work once it's complete.*



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*Final Reflection*

## **Please confirm that you've completed each of the following activities:**

I have completed the "Understanding and Addressing Microaggressions" Course

I have read the 3 article series on Leading Inclusively

I have watched "Starting Courageous Conversations to Foster Diversity and Difference"

## **Then, answer the following reflection questions:**

1. Unpack a time in your professional life when a microaggression (could be one based on hierarchy/role, age/race/gender/sexuality, everyday life, etc.) shaped the situation and impacted the ability of those involved to respond in a more inclusive way.
  
  
  
  
  
  
  
  
  
  
2. Based on the three part article series exploration of inclusive leadership, begin to map out your personal inclusive leadership strategy. At an organizational level, how will you help navigate that shift at your institution, what empathy and compassion will look like for you, and how you can hold yourself accountable to be self-aware.

## **Once you're done, submit your work to receive proof of completion.**

Please email your completed PDF to [austin@academicimpressions.com](mailto:austin@academicimpressions.com)

If you would like us to notify your supervisor of your completion of this focused learning path, enter their email in the box below.