



The business challenges of tackling complex work, managing ambiguity in decision-making, and showing up as a trusted influencer can make the journey to inclusive leadership more difficult. Mentoring partners will explore:

- psychological safety
- co-creating business cultures
- how to lift as we climb (*building a diverse talent pipeline*)

SESSION FIVE: ACTIVE ALLYSHIP

Becoming an active ally means that words and actions are in sync and that listening, self-reflection and willingness to hold oneself and others accountable is in evidence. This sessions uses inquiry skills that help to:

- grow self-awareness
- build integrity, and
- demonstrate empathy



COMPANY VALUE:

MUTUAL MENTORING FOR BLACK WOMEN

Program Overview

Equity is the practice of fair treatment, access, opportunity and advancement through, in part, identifying and eliminating barriers that may prevent the full participation of everyone in the organization's success.

In describing the professional experiences of Black women, Dr. Dnika Travis, VP of research at Catalyst, says that the inequalities they face at work often lead to an “emotional tax in which Black women are always on guard to protect against bias, discrimination and unfair treatment.”

This reverse mentoring program invites diverse cross-functional and multi-hierarchical employee populations to incorporate your organization's values into discussions that will build the courage and skills to

- “unmute” in ways that support mentoring partners in managing uncomfortable conversations and situations, while continuing to have respect for everyone’s value,
- co-create strategies that consistently improve work and the work culture, and understand the role of self-reflection and active allyship in advancing the success of Black women.



MUTUAL MENTORING FOR BLACK WOMEN*



Stretch yourself to grow ...
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“Not everything that is faced can be changed, but nothing can be changed until it is faced.” ~ James Baldwin

*See back panel for program overview.



SESSION ONE: CULTURAL HUMILITY

Cultural humility plays a significant role in strengthening our ability to learn as much about ourselves as we do others, and to appreciate how that ongoing learning can impact our work and our professional relationships.

This session will challenge you to consider:

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CORPORATE VALUE:

In our current business climate, the term “perennial” has been used to describe a multigenerational workforce in which people of any age are able to use a mutual commitment to growth that keeps them aware of any unconscious biases that they might associate with other generations

Prepare to consider:

- your attitudes about age
- how generational diversity impacts team dynamics
- learned lessons from a multigenerational business

SESSION TWO: THE PERENNIALWORKFORCE



**CORPORATE
VALUE:**

CORPORATE VALUE:

SESSION THREE: INTERSECTIONAL INCLUSION

An organization cannot have diversity without acknowledging intersectionality. A term coined in 1989 by Columbia University law professor Kimberlé Crenshaw, it defines the interconnected nature of race, ethnicity, socioeconomic status, disabilities, gender, etc. and how they impact our “whole-self” participation and engagement at work. Mentoring partners, use this session to:

- discuss how your identifies impact your work
- consider how work impacts your identities.

