SCOPES OF LEADERSHIP: MULTICULTURAL COMPETENCE

LEAD Academy
UNCG CAP 2022
SLOs

- Participants will be able to identify ways to practice self care that is meaningful to them as an individual and a group.

- Participants will be able to articulate how their identity influences how they lead.

- Participants will be able to create solutions to challenges they face as a student leader with marginalized identities.
UNDERSTANDING

What do we need to navigate/understand about culture & identity?

Definition
Systems of shared meanings placed upon events
- Smith & Peterson, 1994

Perspective
Your team is made up of individuals who may not be the "norm"

Cultural Identity
- History
- Geography
- Religion
- Social Structure
- Family

Challenges
What are the challenges you'll face leading your multicultural team?

How do we make sense of it all?
Let's Talk About It

List 5 things about you, that if taken from you, you would not be the same person you are today.
The “Window” perspective of multicultural education and culturally responsive teaching is looking outwardly to try to determine what’s “wrong” with “someone who is different”.

The “Mirror” perspective of multicultural education and culturally responsive teaching is looking inwardly and to self-reflect... an inside-out approach to improve ones responses and interactions with others.
LOOKING INWARD

Each individual sees the world through their own cultural lens and experiences.

Each individual’s experiences impacts the way they interact with others (i.e., other students, leaders, parents/guardians, and colleagues)

An individual’s experiences may create biases, whether consciously or unconsciously, that impact how they may function in their role within the organization.
THINK ABOUT...

Think about a leader from any time period in your life, either personal or professional, who truly inspired you to accomplish something.

WHAT WAS IT...

What was it about what that person did or who that person was that inspired you to take action?
Leadership styles explain the manner and approach of providing direction, implementing plans, and motivating people.

**Authoritarian (autocratic)**
- I want you to...
- Good for emergencies

**Participative (democratic)**
- Let's work together to solve this...
- Best for team building

**Delegative (free reign)**
- You're responsible for...
- Best when you have an experienced team in which you have trust and confidence
Who better than us to lead the way in showing our communities greater possibilities for how we can be with each other?

Who cares more about or spends more time thinking about the condition of our community than us?
Multidimensional self-care is important to incorporate as an essential leadership practice to facilitate a culture of resilience and well-being in your group. Many still compromise or even neglect their own self-care; why is that?

Most of you can turn to other student leaders, friends, staff/faculty for support and advice. Often, though, there’s an underlying sense in which the loneliness of leadership comes with the territory, and that you shouldn’t be looking to unburden your issues on others.

The enduring challenges of leadership – such as remaining agile in complexity and uncertainty; creating space in time; and yearning for the balcony while stuck on the dance floor – have all been exacerbated during the pandemic.

- Proper sleep, nutrition, exercise and sunlight
- Meditation, mindfulness, and breath control
- Focused attention on mindset and emotions
- Practicing kindness to self and others
- Celebrating your own and others’ achievements, big and small
Multidimensional Self-Care Strategies

Proper sleep, nutrition, exercise and sunlight
exposure to sunlight triggers the release of serotonin in the brain, boosting mood and helping you feel calm and focused.

Meditation, mindfulness, and breath control
breathing deeply activates your nervous system’s “vagal brake”, improving emotion regulation, social connection, and your fear response.

Focused attention on mindset and emotions
conscious awareness of what and how you think, and the emotions you feel, is key to self-awareness. This is a fundamental premise of Emotional Intelligence – that I need to know myself in order to manage myself for optimal performance.

Practicing kindness to self and others
when we practice kindness to ourselves and others, we experience positive mental and physical changes through lowering stress levels and increasing feel-good hormones such as dopamine, oxytocin, and serotonin.

Celebrating your own and others’ achievements, big and small:
celebrating achievements boosts confidence and increases motivation. Marking the moment (little wins as well as big victories) feels great and reinforces the behaviours you want to draw on when you face new challenges.
So...

Now What?

Cultivate energy for a creative and sustainable future

Show grace in your relationships

Demonstrate faith in others

Pursue breakthroughs in awareness

Uncover new understanding and appreciation of the realities of others

Create space for important conversations

Generate new energy for the future
THANKS FOR LISTENING

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