

BECOMING AN INCLUSIVE LEADER

Credit: Shamare Holmes, LiveGirl Equality & Inclusion Coordinator

Tips for Mentors and Facilitators: How to talk about race

1. Set expectations for the space. Is your goal to get your mentees or audience to or through the issue at hand?
 2. Don't overpromise-you risk under delivering.
 3. Don't let your emotions get in the way of the mission.
 4. Don't speak on something you don't know! Do the research and then revisit the issue. Misspeaking can get you "cancelled"!
 5. Refrain from calling yourself an ally if you're really NOT about that action!
 6. Create space for marginalized voices to be heard.
 7. Provide a "call to action"; be ready to suggest actions that young leaders can take.
 8. Your comfort cannot be your primary concern in these particular spaces.
Conversations regarding race and injustice are tough! Be prepared to hear things that may make you feel uncomfortable but could be the very thing that sets your mentee free because they were able to vocalize their most rawest thoughts.
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Tips for Young Leaders: How to be an upstander

1. Focus on the issues that impact you the most-you'll find solace in knowing you have firsthand experience and can speak to it authentically.
 2. Don't be afraid to ask questions concerning concepts you don't understand.
 3. Do your own research.
 4. Consider the source.
 5. Fight YOUR way and stand firm on your approach! (You don't have to advocate how everyone else does!)
 6. If you are too afraid to intervene, seek out someone who can stand in the gap. (Silence is compliance.)
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All: How to be an inclusive leader

1. Be willing to learn and unlearn.
2. Systematic and cultural change takes time - BE PATIENT!
3. Show grace.