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The challenging times of public service

- #1 worry: Good people won't sign up to run or may quit!
 - "More Minnesota school board members resign in turbulent year. Record number have resigned in Minnesota this year amid controversies."
 - "Another Stillwater school board member resigns, citing political divisions in community."
- Why we need good people to run and to staff our public organizations

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Changing demographics

- All Minnesota counties and school districts, as well as most cities, grew more diverse over the past decade
- 36% of school age children in Minnesota are people of color



Source: 2020 Census, U.S. News & World Report 8-28-2021

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Who would be a good leader (or staffer)?

- Open your range of possibilities:
 - There are opportunities for a more diverse group of people to serve
- How do you identify possible candidates, colleagues?

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Define the role and expectations

- People are often afraid of what the positions may entail
- Put together a draft 'one-pager' about the position

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Consider Recruiting

- You need to identify people who you think would do a good job, and encourage them to consider serving
- If you don't recruit, you're leaving it to chance
- It's important to have a good image, being known as a well-run city/county/township/school district. This helps attract good staff and potential leaders

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Bridging Divides 2.0 quick review

- | | |
|-------------------------|--|
| ▪ Race | ▪ Geographic location: rural, city, suburban, lake, farm, etc. |
| ▪ Gender identity | ▪ Marital status |
| ▪ Sexual orientation | ▪ Ability/disability |
| ▪ Age | ▪ Language |
| ▪ Political affiliation | ▪ Education |
| ▪ Religious affiliation | ▪ Socioeconomic status |

*Not an exhaustive list

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Bridging Divides 2.0 responses:

- But how do we get "them"?
- Where do we find "them"?
- Once we get "them", how do we keep them?

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Spoiler Alert!

There aren't 5 easy strategies for building an inclusive team

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How do I build an inclusive team?

- Identify local experts, engage, listen, and believe their experiences
- Identify national or global thought leaders
- "Grow your own" – support recruiting and campaigning efforts
 - Voting information and awareness
 - Voting accessibility

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Importance of **retaining** your team

- Risk of losing a lot of experience, at the staff level and at the elected level
- Developing better succession planning



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Role of leaders in retention

- Supporting the team when they are under attack
- Checking in with your colleagues on a regular basis
- Actively promote trust

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Something to remember

*Train People Well Enough So They Can Leave,
and then Treat Them Well Enough So They Don't Want To*
Richard Branson

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Part II: Leading for Inclusion

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Building inclusive teams

We must engage in ideological mindset shifts towards diversity, inclusion, and equity in order to have truly inclusive teams.

- Self-awareness
- Understanding others
- Understanding the community and larger society



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Know thyself

"To know thyself is the beginning of wisdom." – Socrates

- What do you bring to the table when you're at your best?
- How do you react under stress/under pressure?
- Do you know your triggers?
- What are your tendencies?

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Resources to build self awareness

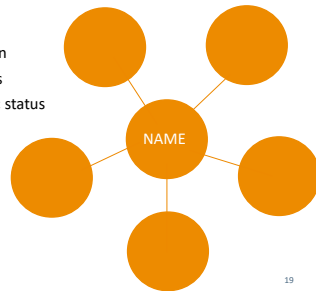
- Myers-Briggs
- Strength Finder
- Enneagram
- DiSC
- GiANT Worldwide 5 voices
- Something else you know, or have used?

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Know your multi-cultural identities

- Age
- Physical (dis)ability
- Gender
- Race
- Ethnicity
- Sexual orientation
- Political ideology
- Marital status
- Job classification
- Religious beliefs
- Socio-economic status
- Parental status
- Education
- Language



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Know your multi-cultural identities

- Which identities did you claim?
- Which identities connect to a position of power or privilege?
 - Which do not?
- Which of these identities represent the dominant cultural norm?
 - How do you know?
- How will this self-awareness impact how you lead?

Rachel's identities:

- Woman
- Mother
- Educator
- Christian
- Equity advocate

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Resources for understanding multicultural identities

Activities:

- Multicultural Selves Circle Activity
- Like Me
- My Culture

Websites:

- Equity Literacy Institute: Multicultural Activities page

Articles:

- Culture: A View of Self

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Know others: Cultural Continuum Activity

How do you value time?

- 1- Highly structured/clock oriented
- 5- Highly flexible

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Know others: Cultural Continuum Activity

How do you display emotions?

- 1- Highly emotional
- 5- Highly reserved

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How does it feel...

- If you are highly clock oriented in a group that is very flexible?
- If you are more emotionally expressive in a group that is more emotionally restrained?

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Know your community and society

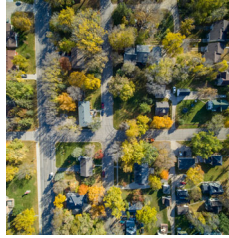
Is your community a mirror of our larger society?

- Based on your answer, what might you understand that others don't?
- What might you miss?

How does having a more inclusive lens of a global society make your community more welcoming?

How does being welcoming impact your community?

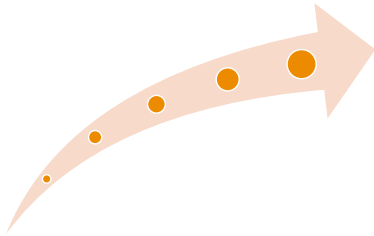
- Economically
- Creatively
- Educationally
- Medically
- Other ways?



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Resource for group or community feedback



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Inclusive teams build bridges

Bridge your team, bridge the community

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Needed: a safe space, a sense of teamwork

- Goal: Working together, collaborating, learning, and serving
- Goal: Make a positive difference for our communities



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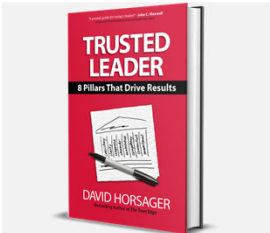
Building and maintaining trust one day at a time

Your problem is not what you think it is.

It's never a people problem.

It's a TRUST problem.

<https://www.trustedleaderbook.com/>



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Public Engagement in tough times

- Being prepared is the key to survival
- Be clear on the purpose of the meeting
- Additional resources on your handout



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Navigating resistance

Engage in productive dialogue

- Others have similar questions
- The resistor is open to hearing ideas; genuine confusion or concern
- This idea or question has come up multiple times
- The exchange will serve as a model

Shut it down

- The intent is disruptive, not productive
- Comments directly attack a person or people
- Airtime is being monopolized
- Derailing for sport
- Blatantly racist, sexist, homophobic, xenophobic, etc.

Retrieved from: <https://dueeast.org/equity-and-justice-facilitating-groups-through-resistance/>

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Strategies for “shutting it down”

“That comment/question is counterproductive to this session. We can talk about it after the session if you would like.”

“That comment/question reinforces racism/inequity/oppression and may harm others. I cannot allow it here.”

“You are free to leave.”

Retrieved from: <https://dueeast.org/equity-and-justice-facilitating-groups-through-resistance/>

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Various resistor voices

- The Thinker: "Where's the Data?"
- The Believer: "I've Done this Before"
- The Fairness Seeker: "Equal is Fair"
- The Minimizer: "Why Can't We All Just (Go Along to) Get Along?"
- The Status-Seeker: "We've Come a Long Way/Back in my Day..."
- The Relater: "What About..."
- The Autonomy-Seeker: "What Choice do we Have, Anyway?"
- The Denier: "Nope."

Retrieved from: <https://shwest.org/equity-and-justice-facilitating-groups-through-resistance/>

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Resources in your handout

Navigating Resistance part 1 & 2

Talking points for:

- Critical Race Theory: [Resources from MSBA](#)
- Masking/Covid in general: [Resources from MSBA](#)
- Social Studies Standards: [MDE resources](#); [Truth in our Classrooms](#)
- Bridges Divides: [A messaging Guide](#)
- Equity/ Racial equity: [Talking Points about Racial Equity in Education](#); [Resources on Framing the Equity Conversation](#)

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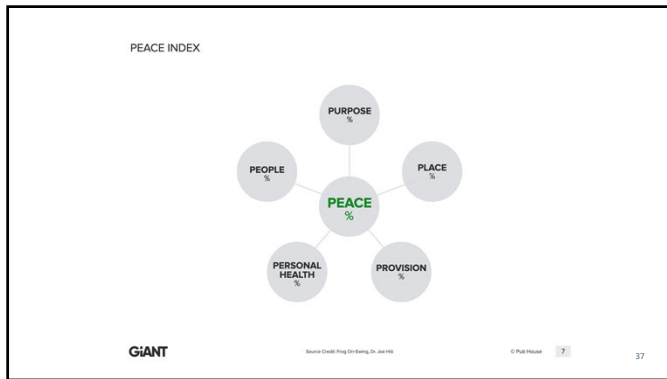
Dialogue vs. Debate

Dialogue involves	R a t h e r t h a n	Debate involves	Principles of Transformation
Finding		Knowing	Asking why?
Questions		Answers	Asking why? Humility, reframing, self-awareness
Sharing		Winning or losing	Compassion
Equal		Unequal	Celebration of diversity, humility, compassion, self-awareness
Respect		Power	Humility, reframing, celebrating diversity
Listening		Proving a point	Self-awareness, spontaneity

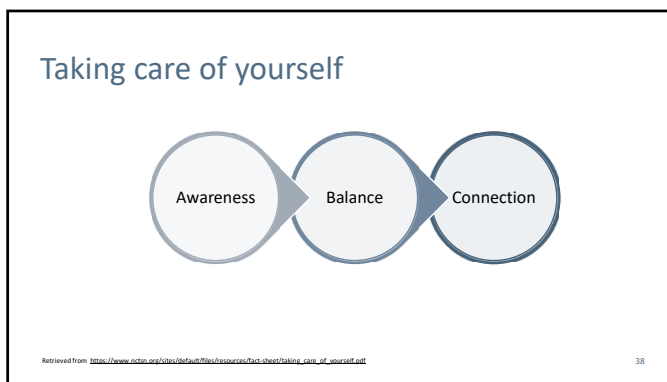
Source: Adapted from Sarah Doherty and Sam Marshall (2006) *Spillout Capital: Wealthy Men Can Live by*. San Francisco, CA: Berrett-Koehler Publishers, Inc.

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Sourcewell 

Thank you!

Join us on Zoom for our More than Lunch discussion. The link is located below or in your email from this morning.

sourcewell-mn.gov

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