

Racial diversity in corporate leadership and on teams is critical to improving the effectiveness and profitability of organizations. To address this need, the YWCA is launching ChangeMakers, an innovative program that builds leadership skills for an ever-changing, increasingly diverse workforce.

about the ywca racial inclusion initiative

Research shows that race relations substantially influence organizational culture. The YWCA Racial Inclusion Initiative works with corporate leaders to address race relations in the workplace and examine how individual perceptions and biases contribute to the organizational culture.

Through workshops, corporate consulting and community advocacy, the Racial Inclusion Initiative provides leaders with resources to create positive organizational change. These resources enable corporate leaders to examine the dynamics of power, privilege and prejudice within their organization, build team communication skills, learn to identify biases in the workplace, and heighten the value placed on equitable recruitment, retention and promotion of employees.

ChangeMakers

empowering leaders to advance racial equity and inclusion in the corporate world

what is ChangeMakers?

YWCA ChangeMakers is a series of roundtable dialogues focused on racial equity and inclusion in the workplace. A group of 12-15 mid- to upper-level leaders will meet each month for four months to engage in candid conversations that facilitate greater understanding of the dynamics of race in the workplace. Being able to understand the complexities of racial disparities is critical to determining one's role in undoing them.

who should attend ChangeMakers?

ChangeMakers welcomes mid- to upper-level leaders who are committed to improving their leadership capacity to work with an increasingly diverse workforce. Leaders from all industries are encouraged to participate.

Enhance your leadership skills and become a ChangeMaker in your organization.

as a result of participation in ChangeMakers you will:

1. Expand your understanding of personal identity, culture, biases and behaviors;
2. Increase your appreciation for others who are different from you in race and ethnicity;
3. Recognize cultures of power that exist within your own and other organizations;
4. Enhance your leadership skills to collaborate with diverse talent and teams;
5. Build a network of leaders with a diversity of cultures, thoughts and beliefs.

dialogue 1

Individual: Examining the Uniqueness and Multiplicities of Self-Identity

Our world and region reflect a growing diversity of voices, thoughts and backgrounds. Understanding and embracing one's personal identity is critical for professional growth. As the "inclusive culture" movement takes hold in the workplace, new leadership approaches are needed to incorporate awareness of and openness to cultural differences.

dialogue 2

Relational: Cultural Dexterity for Professional Relationship Building

What does it take to build relationships in an office setting? It requires a combination of emotional intelligence and cultural dexterity. With the recognition of society's language patterns and the potential for interpersonal differences in communication, this session will help move participants through issues of implicit bias to building professional relationships.

dialogue 3

Institutional: Ethnic Population Growth & High Performance Teams

In the next ten years, Latino, African American, Asian, and other ethnicities will comprise a significant portion of the U.S. population. Current institutional barriers and biases create workplace cultures that promote some and leave others behind. In this session, participants will learn to identify and break through these barriers.

dialogue 4

Structural: Challenging the Culture of Power

Organizational change initiatives can be challenging and require new approaches and innovative leadership. In this final session, groups will identify and discuss their own commitment to challenging the cultures of privilege in the workplace. Drawing upon previous work, participants will move from dialogue into action planning for systemic change.

dates and times

dialogue 1: September 30, 2009
4:00 p.m. – 6:00 p.m.

dialogue 2: October 21, 2009
4:00 p.m. – 6:00 p.m.

dialogue 3: November 11, 2009
4:00 p.m. – 6:00 p.m.

dialogue 4: December 9, 2009
4:00 p.m. – 7:00 p.m. (includes dinner)

location

The first three sessions will be held at:
Cleveland Public Library, Lewis Stokes Wing,
Room 218
325 Superior Ave., N.E.
*The YWCA will reimburse parking at the Ampco Rockwell parking garage, located between E. 6th & E. 9th. Please bring your receipts.

The fourth session will be held at:
Cleveland Restoration Society
Sarah Benedict House & Garden
3751 Prospect Avenue
*Free on-site parking is available.

pricing and registration

\$235 for four sessions; includes all materials and refreshments
To register, contact Christina Wagner,
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