



Leading Through Advocacy

ACCELERATING PEOPLE OF COLOR IN LEADERSHIP COLLECTION

1 Week Experience

To successfully accelerate people of color in leadership, leaders must be prepared to support their team members in advocacy, allyship, and sponsorship. To create an environment where leaders of color can thrive, managers must lead by example to foster a team culture that goes beyond inclusivity and cultivates a sense of belonging.

This experience is designed for those who aspire to lead teams that include people of color. Professor Melissa Thomas Hunt will teach participants how to support, empower, and advance their team members of color by structuring and applying culturally inclusive approaches to team management and advocacy.

Key Learnings

- Identifying cultural blind spots in departmental norms, expectations, or systems for evaluation and advancement
- Creating structured advocacy, allyship, and sponsorship
- Fostering a culture of belonging
- Balancing team dynamics around influence

Assignment Details: Create an Action Plan

- Structure team dynamics to promote inclusivity and engagement for all
- Identify and plan opportunities to lead team inclusivity
- Plan a development conversation with an individual team member of color

Estimated Time Commitment: 2.5 – 3 hours

Faculty Video Lectures: 30 Minutes
Create Action Plan: 75 – 90 Minutes
Interactive Activities: 45–60 Minutes

Faculty: Melissa Thomas Hunt



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Melissa Thomas-Hunt is the John Forbes Distinguished Professor of Business Administration at the Darden School of Business. She is the former Head of Global Diversity and Belonging at Airbnb where she led the strategy and execution of their global internal diversity, inclusion, equity and belonging programs. She retains an external senior advisor role focused on advancing connection and belonging research.