

# Leading with Courage

## LEADING INCLUSIVE TEAMS COLLECTION

### 1 Week Experience

A critical piece of team inclusivity is knowing and affirming team members' multifaceted true selves, or identities. Teams that affirm one another's identities are more engaged and effective, display increased creativity, and are better at problem-solving.

In this experience, leaders will learn the importance of fostering identity confirmation and awareness for themselves and their teams. They will gain the tools needed to promote team understanding and recognition of others' true selves and learn about the effects that systemic biases can have on individuals' identities, how they feel about themselves, and how others perceive them.

### Key Learnings

- Understanding Identity
- The Invisibility of Privilege
- Importance of Confirming Others' Identities
- Creating Psychological Safety
- Troubleshooting When the Conversation Turns Unexpectedly

### Assignment Details: Try it and Model it

- Describe the facets of your own identity
- Describe an experience where your identity was valued or not valued, and exchange stories with a team member
- Create a plan for modeling identity confirmation for your team

### Estimated Time Commitment: 2.5–3 hours

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75–90 Minutes

Interactive Activities: 45–60 Minutes

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