



# Building Courageously Inclusive Workplaces

ADVANCING WOMEN OF COLOR COLLECTION

## 1 Week Experience

While women as a whole are vastly underrepresented in corporate leadership, the gulf between equitable representation of women of color in the workplace and our present reality is comparatively immense. In this experience, designed for all women, leaders will learn that until women of all racial identities come together to work as "co-conspirators," we will not see the timely achievement of gender or racial equity in the corporate sphere.

Professor Ella Bell Smith pushes beyond the concept of allyship to define co-conspiratorship: a relationship of mutual support that breaks the boundaries between "us" and "them." Participants will learn how to nurture these co-conspirator relationships among women in their own organizations, and how to leverage them to effect systemic change towards equity. This experience is designed for all women; participating allies will gain insight to better support development of an inclusive environment for women leaders.

## Key Learnings

- Unexpected sources of the racial divide between women
- Ground rules for difficult conversations about race
- How to create change as a co-conspirator

## Assignment Details: Create an Action Plan

- Identify formative stories about race
- Form a co-conspiratorship through an intentional conversation
- Identify and plan a systemic change towards racial and gender equity in your organization



### Estimated Time Commitment: 2.5–3 hours

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75–90 Minutes

Interactive Activities: 45–60 Minutes

## Featured Faculty: Ella Bell Smith



ELLA BELL  
SMITH

Ella Bell Smith is professor of business administration at the Tuck School of Business, where she is also founder and faculty director of the Tuck Initiative on Workplace Inclusion. She has had a long and prestigious research career in the area of racial and gender equity in the workplace and is author of the seminal book, *Our Separate Ways: Black and White Women and the Struggle for Professional Identity*.