



Cultivating Inclusion to Praxis What We Preach

Brenda J. Allen, Ph.D.

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brenda.j.allen@ucdenver.edu

www.differencematters.info

@bjoya



“Women have intersecting identities and are therefore impacted by a multitude of social justice and human rights issues.”

Women’s March Mission, 2016



**And ain't I
a woman?**

© Jone Johnson Lewis

Sojourner Truth, 1851



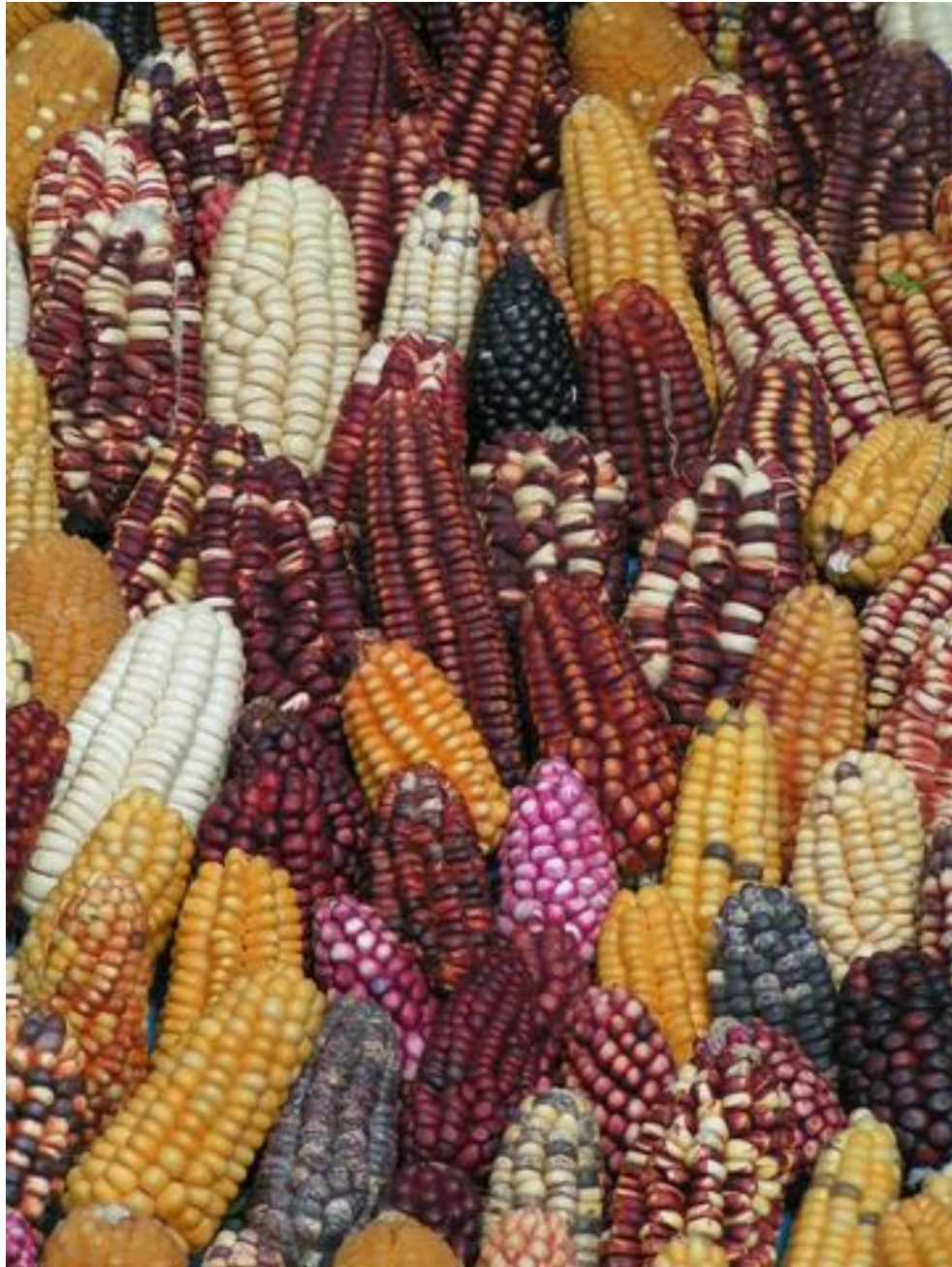
- We stand together, recognizing that defending the most marginalized among us is defending all of us.
- We support the advocacy and resistance movements that reflect our multiple and intersecting identities.
- We practice empathy with the intent to learn about the intersecting identities of each other. (Mission Statement)

We are all relevant, we are all valued, and we are more powerful together.





Brenda J. Allen & Nadeen Ibrahim



Cultivating Inclusion

Praxis

“formally about putting an idea or theory into practice”

[vocabulary.com](https://www.vocabulary.com)



Intersectionality

in addition to belonging to a
marginalized gender category, many
women are also members
of other marginalized groups

“Intersectionality must be about more than intellectualizing the work. It must be grounded in an ethic of feminist [praxis](#) that blends critical theory, like that of Kimberlé Crenshaw, with self-work and activism.”

Why Our Feminism Must Be Intersectional (And 3 Ways to Practice It)
January 11, 2015 by [Jarune Uwujaren](#) and [Jamie Utt](#)

Praxis

“reflection and action
directed at the structures to
be transformed”

Paulo Freire

Pedagogy of the Oppressed (1970)

The six signature traits of inclusive leadership

Thriving in a diverse new world



- Commitment
- Courage
- Cognizance of Bias
- Curiosity
- Culturally Intelligent
- Collaborative



Commitment

Strengthen commitment to members of marginalized groups.

Work from privileged identities to effect change.

Articulate how and why intersectionality matters.

Bourke, J. & Dillon, B. (2016). The six signature traits of inclusive leadership: Thriving in a diverse new world. Deloitte University Press.



Courage

Challenge the status quo with others, with systems, and with ourselves.

Hold ourselves and others accountable for non-inclusive behaviors.

Question individual and systemic dynamics related to social identities.

Resist internalizing negative stereotypes about ourselves.



Cognizance of Bias

Be mindful of T.U.I.*

Solicit feedback about biased behavior.

Provide and participate in implicit bias training.

Learn strategies for mitigating bias.

Bourke, J. & Dillon, B. (2016). The six signature traits of inclusive leadership: Thriving in a diverse new world. Deloitte University Press

*Thinking Under the Influence (Allen, 2011) . *Difference matters: Communicating social identity*. Waveland Press.



Curiosity

**Strive to understand others' viewpoints and experiences.
Seek opportunities to interact authentically.
Respectfully ask questions to deepen understanding.
Listen actively and empathically.**

Bourke, J. & Dillon, B. (2016). The six signature traits of inclusive leadership: Thriving in a diverse new world. Deloitte University Press



Cultural Intelligence

Remember that cultural viewpoints impact our attitudes and actions.

Respect cultural differences in communicating.

Be aware of ethnocentric tendencies.

Pay attention when others speak to their experience.

Bourke, J. & Dillon, B. (2016). The six signature traits of inclusive leadership: Thriving in a diverse new world. Deloitte University Press



Collaborative

**Encourage creativity and cooperation.
Attend to social identity power dynamics.
Empower others to contribute their unique perspectives.**

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The six signature traits of inclusive leadership



Thriving in a diverse new world



- Commitment
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Recommendations

“We must take upon ourselves the desire to learn about issues and identities that do not impact us personally.”*

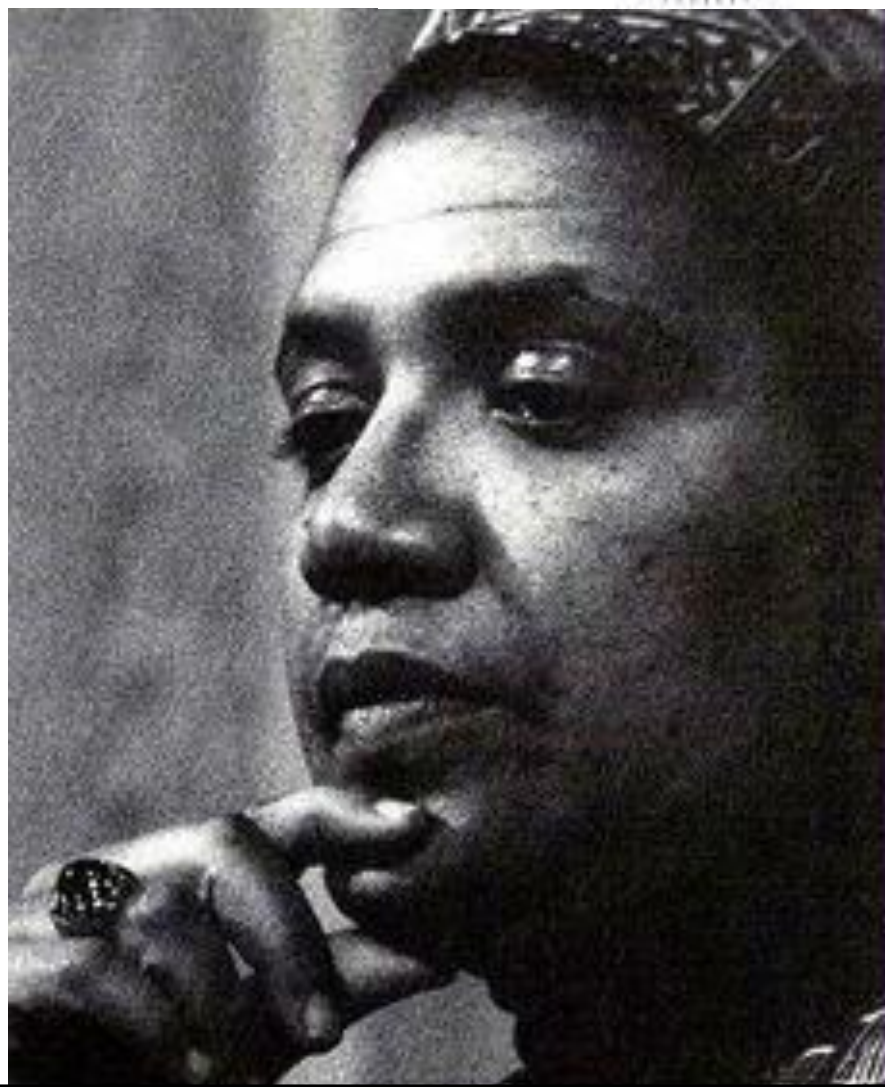
- Learn more about intersectionality.
- Enact cultural humility.
- Self-reflect.*
- Decenter your perspective*
- Be willing to make mistakes.*
- Practice the Platinum Rule.

*Why Our Feminism Must Be Intersectional (And 3 Ways to Practice It) January 11, 2015 by [Jarune Uwujaren](http://everydayfeminism.com/2015/01/why-our-feminism-must-be-intersectional/) and [Jamie Utt](http://everydayfeminism.com/2015/01/why-our-feminism-must-be-intersectional/)

<http://everydayfeminism.com/2015/01/why-our-feminism-must-be-intersectional/>



Sociologists for
Women in Society



**“I am not free while
any woman is unfree,
even when her shackles
are very different
from my own.”**

— Audre Lorde