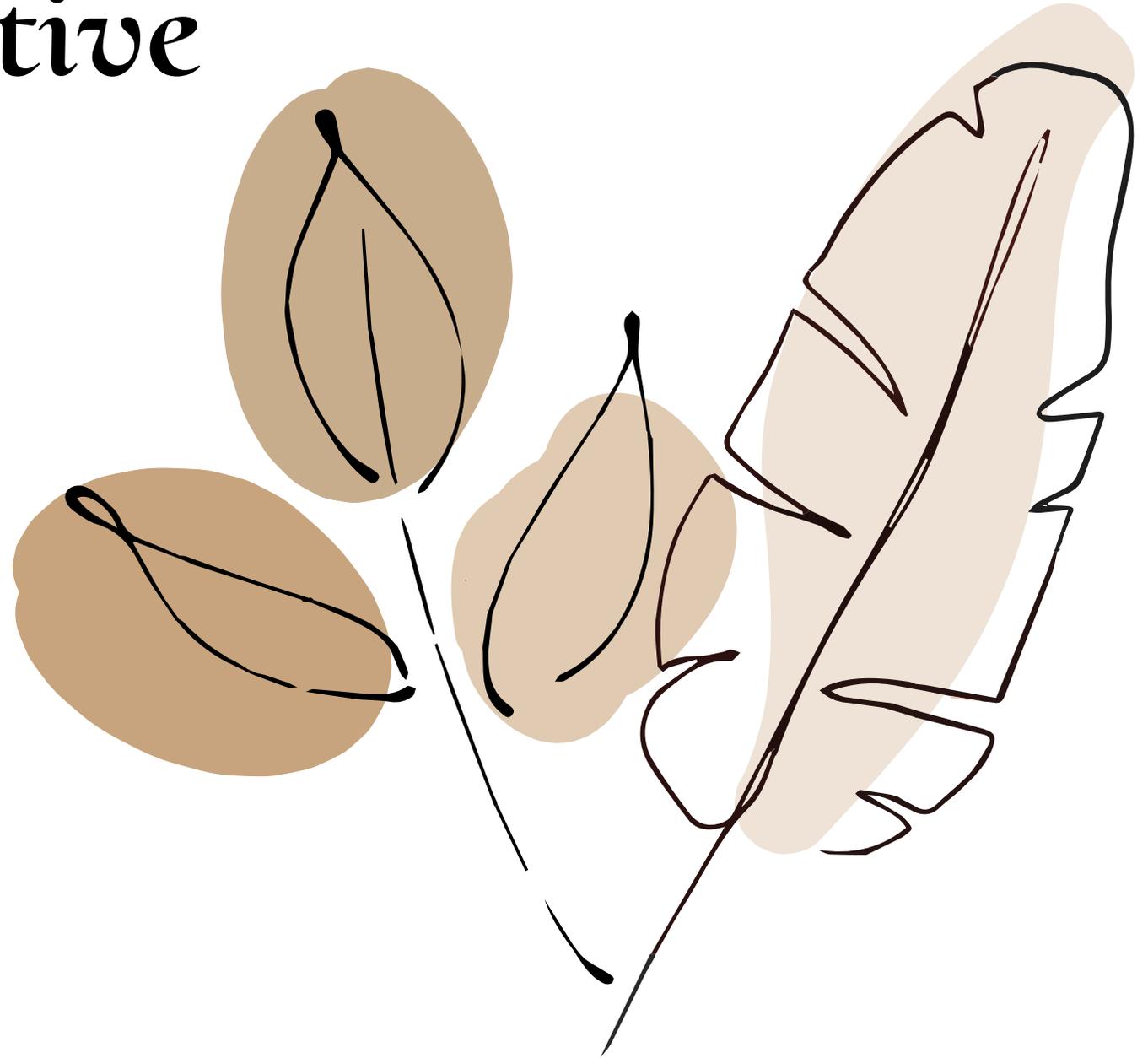
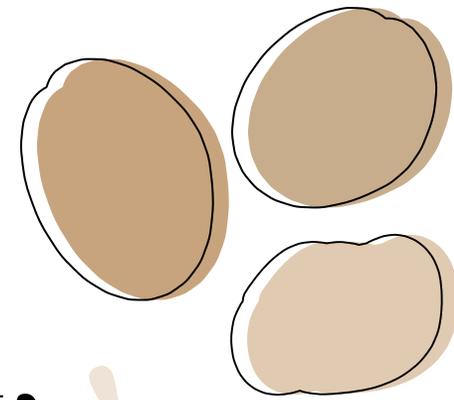


towards reflective practice

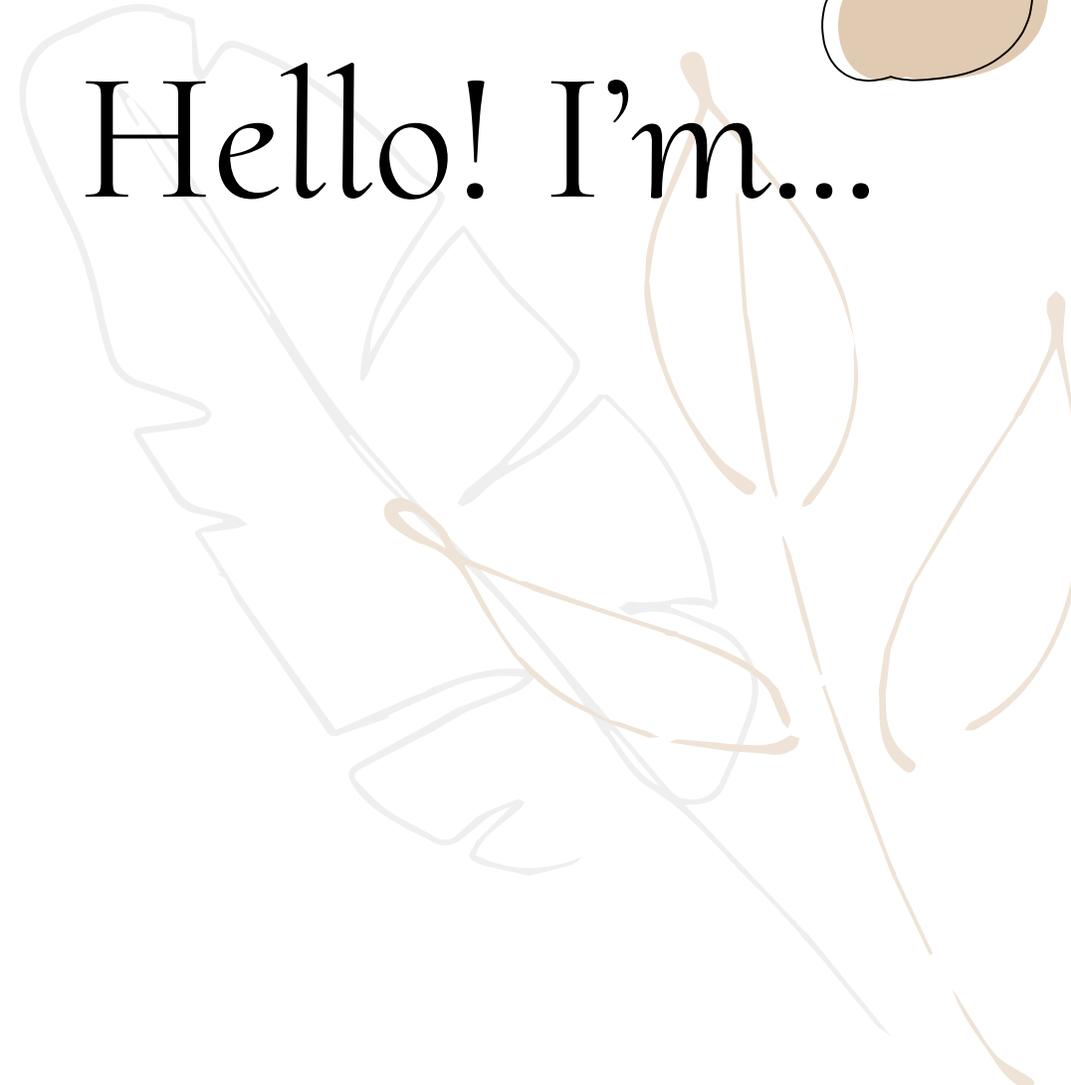
Supervisory Development Program 2021

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Hello! I'm...



Outline

- 1 Shared Language
- 2 Social Identity Mapping
- 3 Paused Pair Share
- 4 Case Study
- 5 Self-Assessment

Learning Objectives

- a Intersectionality, positionality, & reflective practice
- b Identifying salient identities & their impacts
- c Deep listening
- d Reflexive Supervision
- e Option for continued learning

Shared Language

Intersectionality

A theory of oppression coined by Kimberley Crenshaw building of knowledge from Combahee River Collective. **People experience systematic discrimination differently depending on their overlapping identities.**

Positionality

The social and and political context that creates your identity (race, class, gender, sexuality, ability, and more). Positionality describes how **your identity influences your understand and outlook of the world.**

Identity Saliency

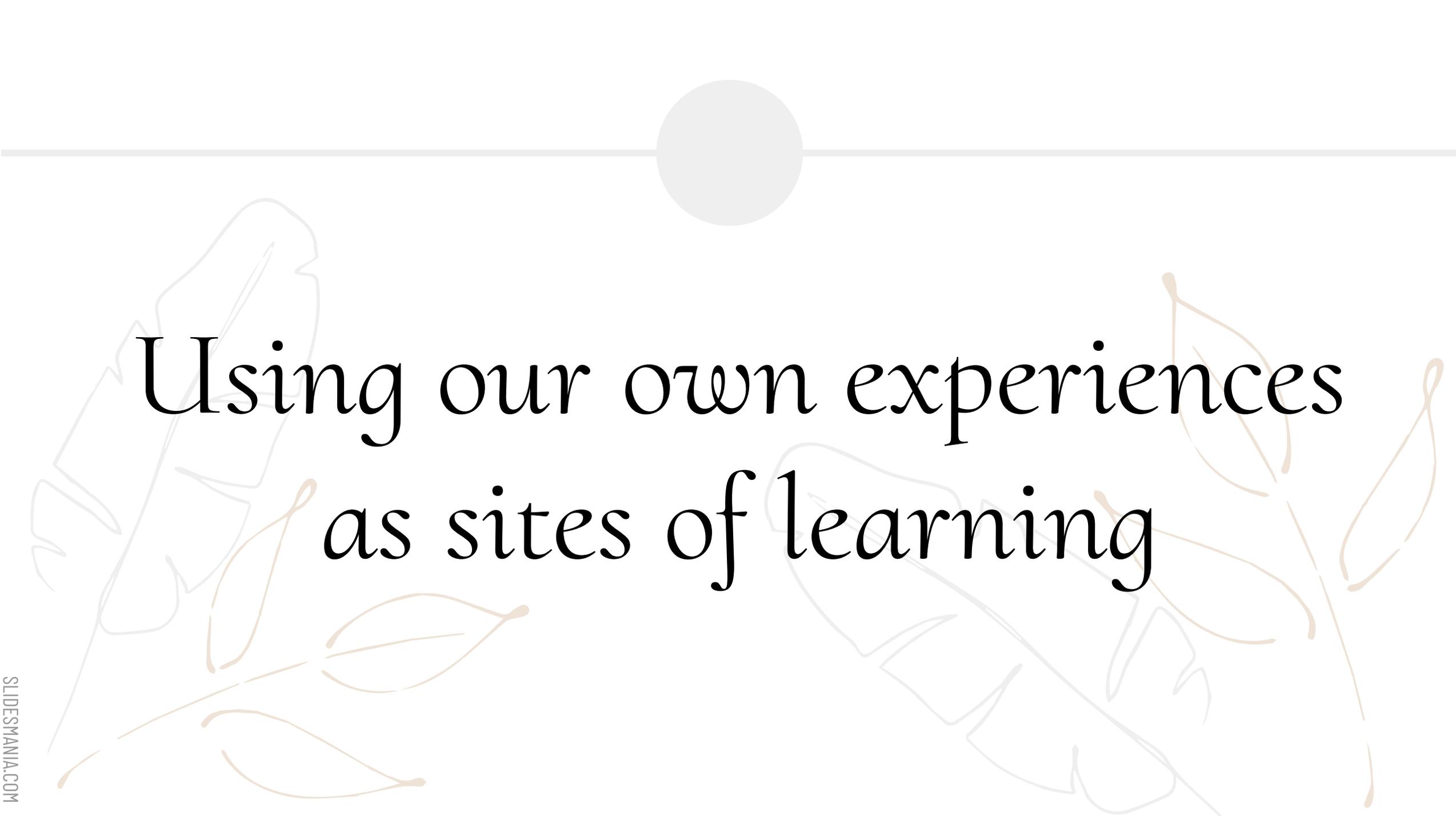
The **importance** that individuals attach to each of their **identities.**

Reflective Practice

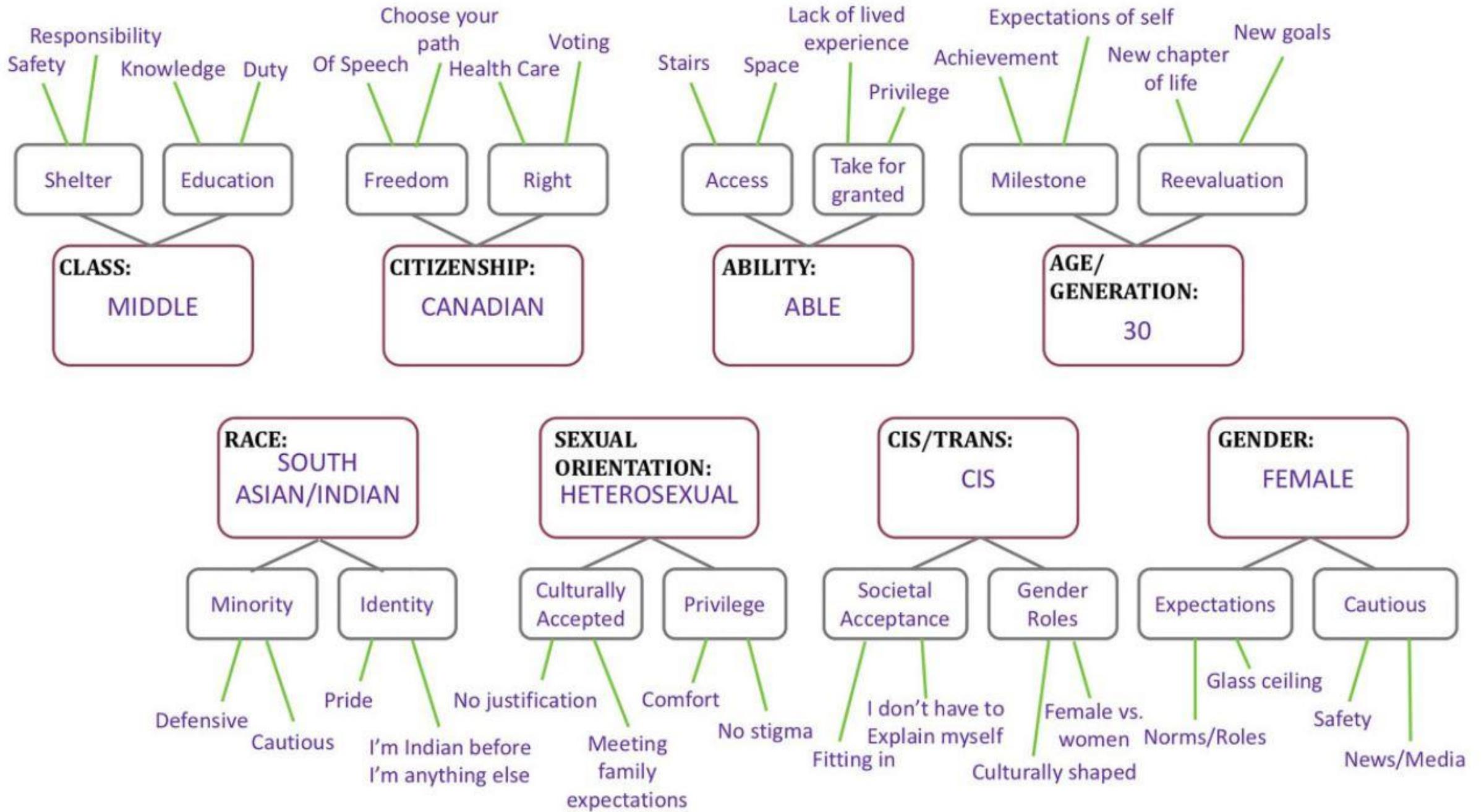
A practice in which managers and leaders use their own **self-awareness, behaviours and interactions as a source of learning.**

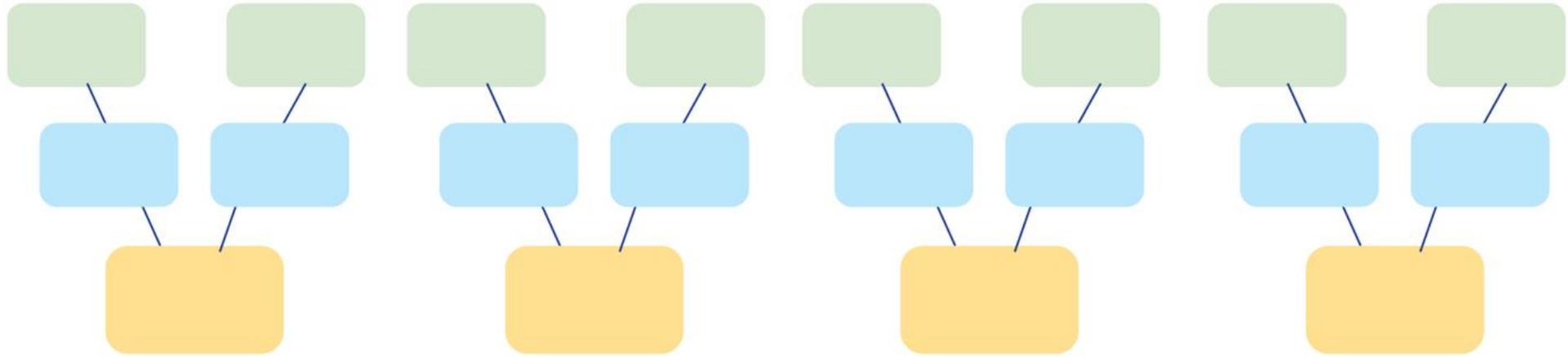
Deep Listening

Listening with the focus on making the other person feel heard and accepted. **Listening to understand** over listening to respond.

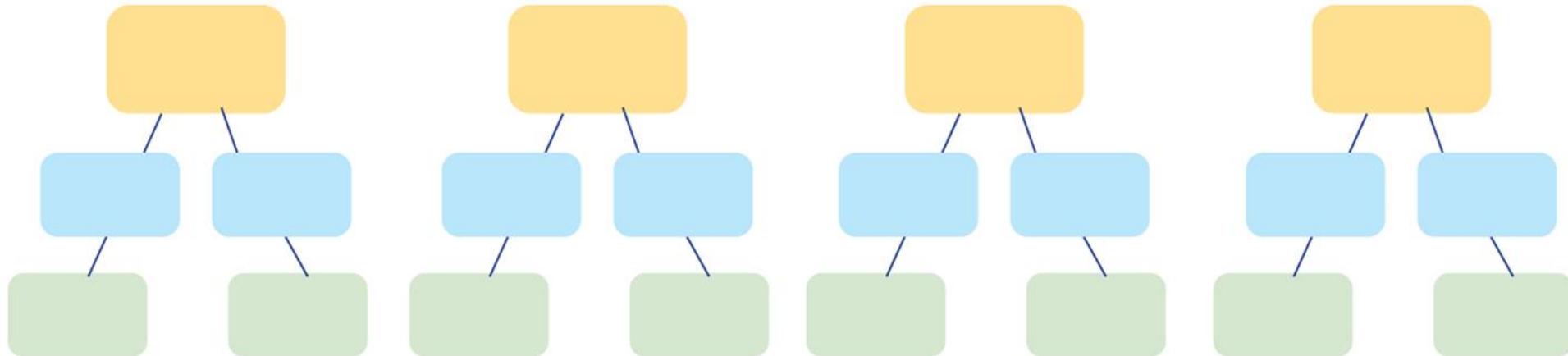


Using our own experiences
as sites of learning





Social Identities Map



YELLOW

Age/generation • Ability • Class • Citizenship • Gender • Language • Race • Sexual Orientation • fill in

Activity Instructions (10ish minutes)

1. Fill out the social identity map
2. Start with tier 1: the 8 yellow boxes
3. The top four yellow boxes are for higher salience identities
4. Move on to tier 2 and tier 3 for the top four boxes. Then the same for the lower 4.
5. If you finish early, think of an experience where your social identities impacted a situation, and how you might use that experience as a site of learning.



Discussion: practicing deep listening

1. Introduce yourselves
2. One individual volunteers to share first
3. Share your experience of filling out the social identity map (no need to actually show the map, but rather reflect on what came quickly, what took more time to think through, any points of interest or challenge?) 3 minutes.
4. Partner practices deep listening by waiting for sharer to finish and then offer affirmations & questions. 2 minutes.
5. After 5 minutes switch and repeat
6. For remaining few minutes, discuss process /dive deeper/ or come back into larger room.

Case Study

You are **you** (a supervisor) at a staff meeting. Your supervisor is also in the room. Your team is discussing a new policy. Someone suggests a RESJI equity analysis for the new policy. You ask if anyone is interested in leading. No one responds. Your boss suggests that Sarah (the only BIPOC staff on the team that reports to you) lead the effort. Everyone chimes in, ya Sarah would be great! Sarah doesn't respond immediately, then says okay and nothing else.

Time's up and the meeting is over. You have back to back meetings for the rest of the day. The next staff meeting happens in two weeks and Sarah is well along into the project when you remember that mmm, there definitely was something off about this.

Reflective Inquiry

What?



**The
Initiative**

So What?



**Its
Significance**

Now What?



**Next
Steps**

Reflexive Supervision: a self-assessment

- 1. What are the identities of people who have supervised me, presently and in the past? How might that shape what leadership looks like to me?**
- 2. On what dimensions of identity do I differ from my staff (that I know of)? How might this impact how I lead as a supervisor?**
- 3. What are my plans for expanding my learning about identities I do not hold?**
- 4. How comfortable/uncomfortable am I with addressing various aspects of identity and its impacts on my team and for my work? What are ways that I can grow towards more comfort in this area?**



*Thank
you!*

Do you have any questions?
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