


**Leading the Way:  
Communication in the Workplace**




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(she/her/hers)

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**Research Interests:**



**Diversity, Equity, & Inclusion**

- Faculty Dev. & Career Advancement
- Anti-Hate Bystander Intervention
- Allyship

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**Teaching!**



- ✓ Persuasion
- ✓ Research Methods
- ✓ Race and Communication
- ✓ Interpersonal Communication
- ✓ Health Communication
- ✓ Interviewing
- ✓ Relational Communication
- ✓ Asian American Studies
- ✓ Communication Theory
- ✓ Independent Studies & Internships

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**Overview**

1. A Pervasive Problem
2. Unmasking Solutions
3. Applications

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**1. A Pervasive Problem**

*Inequities persist in higher education.*

1. Underrepresentation
2. Service inequities
3. Social biases in hiring, course evaluations, & promotion rates
4. Isolation, tokenism, emotional labor, & burnout

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**1. A Pervasive Problem**

*There is no magic bullet or simple solution.*

- ❖ Risks for the Target
- ❖ Risks for Bystanders & Colleagues
- ❖ Institutional change can be slow & unsustainable.

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### Critical Questions

How can we communicate to make our campus community more inclusive and supportive?

What can WE do to make a positive impact?

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### Unmasking Solutions



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### Unmasking Solutions



- 1. It Takes a Village
- 2. Everyday Allyship
- 3. Transforming Institutions
- 4. Next Steps

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# 1. It Takes A Village

## Developing a Network of Mentors and Sponsors

- Beyond the Guru Model
- Mentors v. Sponsors
- Activity



(NCFDD, 2018)

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# 2. Everyday Allyship: Allies



= People from relatively **privileged social positions** who **work tirelessly** to prevent and stop discrimination and social injustice (Brown, 2013; DeTurk, 2011)



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# 2. Everyday Allyship



**Do no harm (Epler, 2018).**

- i. Listen and do not interrupt.
- ii. Echo and attribute.
- iii. Affirm identities: Pronouns and pronunciations
- iv. Reflect on our own privilege.
- v. Learn microaggressions and avoid them.

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## 2. Everyday Allyship

### Communicate Inclusively.

- i. Croissants instead of bagels (Robbie Samuels, 2017)
- ii. Use "people first language"
- iii. Practice inclusive language
  - o We v. You
  - o Avoiding terms like "crazy" & "lame"

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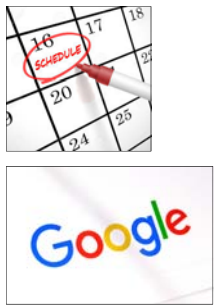
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## 2. Everyday Allyship

### Learn and adapt.

- i. Learn about major cultural & religious holidays & don't schedule key events on those dates.
- ii. Consider different dietary needs.
- iii. If you don't know, ask-- but do your own homework first.

(Cornell University, 2018)

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## 2. Everyday Allyship

### Additional Thoughts

- i. Impact > Intent
- ii. Ally as a verb instead of a noun.
- iii. Any more???

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**3. Institutional Change**

- ✓ Bystander Intervention
- ✓ Programs & Professional Development
- ✓ Policy Change

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**Next Steps**

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**Unmasking Solutions**

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- 1. It Takes a Village**
- 2. Everyday Allyship**
- 3. Transforming Institutions**
- 4. Next Steps**

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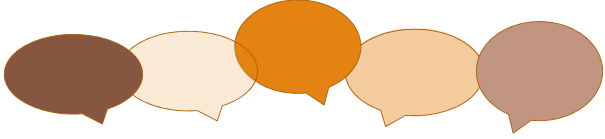
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