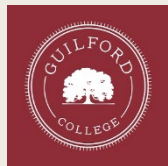


# Women's Economic Development Network

The Future of Diverse, Equitable, and  
Inclusive Economic Development



# Diverse environments. Common challenges.



- DEFT – deft/ (adjective): neatly skillful and quick in one's movements; demonstrating skill and cleverness.
- Human behavior, communication, authentic leadership.
- The world is CRAVING strong, authentic leaders. Influence and social capital are currency!

# Old Concepts, New Approaches

- **Diversity** = Presence of difference IN IDENTITY.  
Some aspects offer privilege, others present barriers.
- **Equity** = Acknowledging our unequal start and  
COMMITTING TO CORRECTING the imbalances.  
This requires ALL of us.
- **Inclusion** = Valuing, welcoming, and leveraging our  
differences.

# Do you care enough to commit?



- Our lenses are shifting...
- Legal vs. ethical (i.e. zoning, slavery, spousal rape, etc.) → Inclusive economic developers have to grapple with this.
- **COMMON CHALLENGES:**
  - *You hate politics. Do you have a “policy friend?” How do you engage your local government?*
  - *You’re accustomed to leading projects, but not diverse people. How do you effectively make that transition?*
  - *You’re coming to a new and/or clearer understanding of how historic inequities have impacted our economic and relational landscapes. What do you do with this new knowledge? P.S. – Nobody wants to be vilified.*

# Poll Question

What do you believe is the most important new set of skills to cultivate in order to thrive in the future economy?

## **Future Skills You'll Need In Your Career By 2030**

- Cognitive flexibility. The rise of digital technologies means you're going to need to be able to handle the plethora of opportunities and challenges that come with it. ...
- Digital literacy and computational thinking. ...
- Judgement and decision-making. ...
- Emotional and social intelligence. ...
- Creative and innovative mindset.

au·then·tic:  
/ô'THen(t)ik/  
(*adjective*)

1. of undisputed origin;  
genuine.



## ■ Authentic Leadership Theory

(Avolio et al., 2004; Jensen & Luthans, 2006; Northouse, 2016; Walumbwa et al., 2008).

### 4 Dimensions:

1. *Self awareness*
2. *Internalized moral perspective*
3. *Balanced processing*
4. *Relational transparency*

# Why Authenticity Matters in Leadership

- Research suggests...
  - Teams led by authentic leaders tend to “**enjoy more positive outcomes** and more **productivity**” (Lewis, 2013).
  - People who are a part of oppressed groups, such as **women** and **minorities**, must often choose between being authentic and “[behaving] according to the demands and requirements of powerful others” (Lewis, 2013, p. 252).

## Breakout Session (15 min)

- **HISTORY:** How do you see America's history of inequity showing up in your day-to-day life?
- **HERSTORY:** When our future remembers us as its past, how do you wish to be remembered?
- **HOMEWORK:** What is one (1) daily habit you can commit to in order to address our lack of diversity, equity and inclusion (i.e. reading 1 article about our country's inequitable past and/or your city's economic history; selecting 1 person whose views differ and cultivating honest conversation on purpose;



# Listening and Transforming Communicative Laziness

1. *Play the long game. Connect the dots. Gather the data.*
2. *Identify your researchers and trumpets.*
3. *Curate listening forums and community town halls.*
4. *Mobilize neighbors and volunteers.*
5. *Leverage social media.*

# How We Support Individuals & Organizations

- **COMMUNICATION INFRASTRUCTURE:** Listening, trust-building, and the enhancement of team productivity.
- **METHODS:** Group coaching sessions, communication workshops, reviewing Employee Handbook and other human resources policies, etc.
- **1-ON-1 COACHING:** Personalized, goal-oriented authentic and transformational leadership development support.



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