



The Nova Collective

The 3 “ing”s of Inclusive Leadership

Today's Presenters



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(she/her)
*Head of Client
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(she/her)
Founder/Operations

What We Do

Learning & Development

In addition to our out of the box Compass content, we provide virtual and in-person programs around topics such as Social Identity & Communicating Across Difference, Bias Awareness & Microaggressions, and Effective Allyship & Bystander Intervention. These programs aren't your average "diversity training", they are targeted professional development workshops that build vital Core Competencies for your workforce.

Research & Data Analysis

Our research uses a mixed-methods approach that is grounded in the social identity model. Combining quantitative and qualitative methods helps us get a nuanced understanding of experiences at the participating organization. Our team uses rigorous academic standards for conducting research, and we prioritize participant protection and safety above all else.

Strategy & Consulting

We take a 360 approach to evolving how a business operates, so that we can function as your external DEI department and deliver against your goals. We leverage our Collective to bring subject matter expertise across a range of core functions to deliver initiatives around Annual DEI roadmapping, Strategic Communications Plans, Hiring, Performance Management, Community building, and Policy and Process Audits.

Staff



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KRISTIN PATTON (SHE/THEY)
Facilitator



LANITA GREGORY CAMPBELL (SHE/HER)
Facilitator



SALLY ARIF (SHE/HER)
Facilitator

The 3 “ing”s

**Continu-ING
to Learn**

**Model-ING
New Ways of
Being**

**Storytell-ING
Your Journey**

Continu-ING to Learn: Taking control of your own education

Identity Definition

Social Identity:

A feeling of belonging to a group that shares a set of norms and behaviors. Social identities are groups where there are generally understood socialized messages about the groups, and membership in such groups can have an impact on how you are treated across many facets of society. Commonly accepted Social Identity Groups are: Religion, Race, Nationality, Ability, Socioeconomic Status, Gender, Gender Expression, Sexual Attraction (and others)

Identity Definition

Common Social Identity Groups:

- Religion
- Race
- Nationality
- Ability
- Socioeconomic Status
- Gender
- Body Size

Common Personal Identity Groups:

- A specific occupation
- A volunteer group
- A sports team affiliation
- Hometown
- Hobbies

Write down what social and personal identities come to mind for you.

Put a star next to identities that feel most impactful.

Circle the identities you feel most proud of.



This Land

Crooked Media

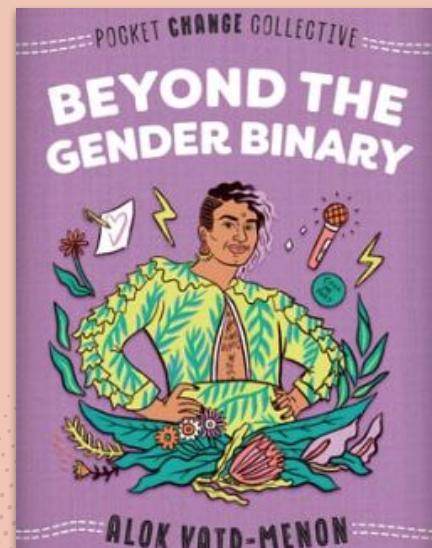
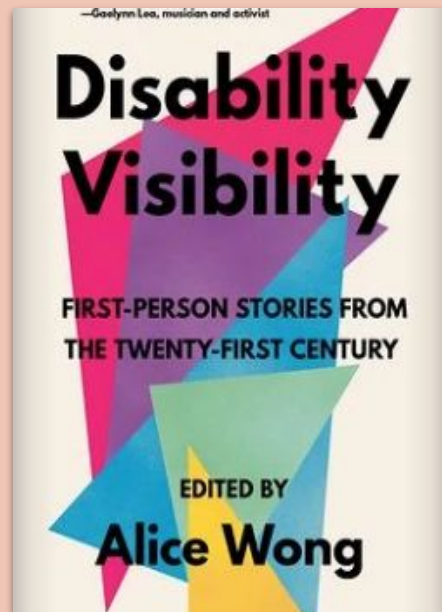
FOLLOWING



An 1839 assassination of a Cherokee leader. A 1999 small town murder. Two crimes collide in a Supreme Court case that will decide the fate of one man and nearly half of the land in Oklahoma. Hosted by Rebecca Nagle, Oklahoma journalist and citizen of Cherokee Nation, *This Land* traces how a cut and dry homicide opened up an investigation into the treaty rights of five Native American tribes. Tune in to Crooked Media's 8-episode series to find out how this unique case could result in the largest restoration of tribal land in U.S. history.

Description by Crooked Media

[show less](#)



Continuing Your Own

Education



VIDEOS

- 1 Chescaleigh: MTV Decoded Videos**
 - a. Are all Asians Rich?*
 - b. 5 Asexuality Myths Debunked*
 - c. Do All Muslim Women Wear Hijab?*
- 2 Brene Brown: The Power of Vulnerability (35 minutes)**
- 3 Aamer Rahman: Why Reverse Racism Doesn't Exist (2:48)**
- 4 Chimamanda Adichie: The Danger of a Single Story (18:42)**
- 5 Albert White Hat (4:30)**

In this snippet, Albert White Hat describes his story of oppression, shame, policy, and the critical role of forgiveness in creating liberation.
- 6 Stella Young: "I Am Not Your Inspiration" (9:12)**
- 7 Jane Elliott: "Brown Eye/Blue Eye Experiment" (46:59)**



ARTICLES / READINGS

- 1 Uncovering Unconscious Racial Bias**

<https://www.nationalacademies.org/news/2019/10/uncovering-unconscious-racial-bias-lecture-examines-stereotypes-and-their-impacts>
- 2 Peggy McIntosh: White Privilege – Unpacking the Invisible Knapsack**

<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

Resources:

<https://www.yesmagazine.org/issue/good-money/2018/12/19/10-podcasts-that-every-social-justice-nerd-should-listen-to/>



PODCASTS

Available wherever you download your podcasts

- | | | | |
|---|--|---|--|
| 1 | Pod Save The People | 5 | Yo, Is This Racist? |
| 2 | From Our Own Correspondent | 6 | Battle Tactics for Sexist Workplace |
| 3 | Throwing Shade | 7 | This Land |
| 4 | Deconstructed, with Mehdi Hasan | | |



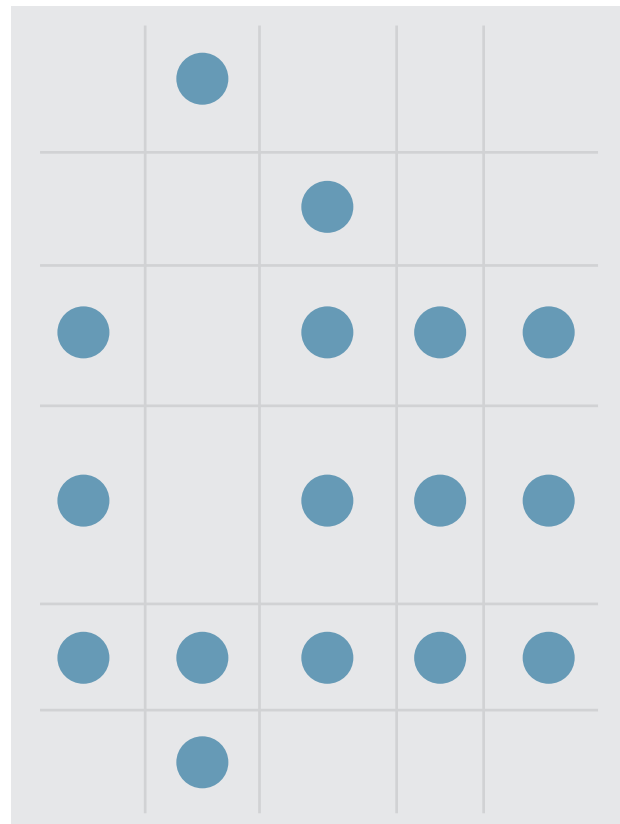
DOCUMENTARIES







- 1 **13th**
Ava Duvernay's doc on the racial divide in the USA.
- 2 **Dreamcatcher**
Looks at the lives of sex workers in Chicago.
- 3 **The True Cost**
Looks at the impact of fashion on people around the world.
- 4 **Requiem for the American Dream**
Unpacks the principles that have brought us to the crossroads of inequality, tracing a half-century of policies designed to favor the most wealthy at the expense of the majority.
- 5 **He Named Me Malala**
The story of Malala Yousafzai.
- 6 **When They See Us**
A docuseries on the "Central Park 5."



Resources:

<https://www.yesmagazine.org/issue/good-money/2018/12/19/10-podcasts-that-every-social-justice-nerd-should-listen-to/>



BOOKS

- 1** *When They Call You A Terrorist*, Patrisse Khan-Cullors, Asha Bandele
- 2** *So You Want to Talk About Race*, Ijeoma Oluo
- 3** *White Fragility*, Robin DiAngelo
- 4** *Stamped From the Beginning*, Ibram X Kendi
- 5** *Why Are All the Black Kids Sitting Together in the Cafeteria?*, Dr. Beverly Daniel Tatum
- 6** *Body Respect*, Linda Bacon PhD, Lucy Aphramor PhD
- 7** *I'm Still Here*, Austin Channing Brown

Resources:

<https://www.yesmagazine.org/issue/good-money/2018/12/19/10-podcasts-that-every-social-justice-nerd-should-listen-to/>

Model-ING New Ways: YOU set the tone

Humility

Vulnerability

Accountability

Check In:

Which of these three traits is most difficult for you to embrace? Why?



536 views | Brené Brown • TEDxHouston

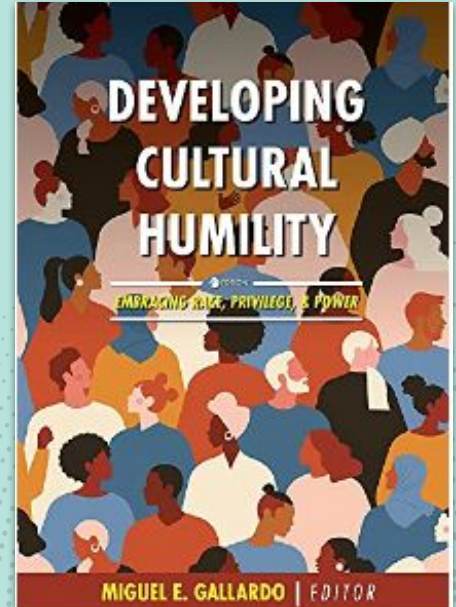
Like (1.7M)

Share

power of vulnerability

Read trans

own studies human connection -- our ability to empathize, belong, love. In a poignant, funny talk, she shares a deep insight
research, one that sent her on a personal quest to know herself as well as to understand humanity. A talk to share.



Storytell-ING Your Journey:

**Yes, you have a DEI story to
tell**

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

— Maya Angelou

Find Your Passion

Can you remember learning about an injustice that had been previously unknown to you?

How have YOU been impacted by social injustice in the world?

Is there current or historical inequities in your particular industry that you are aware of?

Why does the idea of injustice keep you up at night? If it doesn't, why not?

What leaders do you admire for their commitment to Diversity, Equity and Inclusion?

What quotes or mantras resonate with you around DEIB?

1 Can you remember a moment of learning about an injustice in the world that had previously been unknown to you?

2 How have you been impacted by social injustice in the world?

3 How have people you've known or loved been impacted by social injustice in the world?

4 Is there inequity or injustice in your particular industry that you're aware of? Describe that.

5 Why does the idea of injustice keep you up at night? If it doesn't, what would it take to keep you up at night?

6 What leaders, in your experience, have really demonstrated a

UNPACKING MY PASSION

1

Can you remember a moment of learning about an injustice in the world that had previously been unknown to you?

2

How have you been impacted by social injustice in the world?

3

How have people you've known or loved been impacted by social injustice in the world?

4

Is there inequity or injustice in your particular industry that you're aware of? Describe that.

5

Why does the idea of injustice keep you up at night? If it doesn't, what would it take to keep you up at night?

6

What leaders, in your experience, have really demonstrated a capacity around diversity, equity, and inclusion?

Questions & Discussion

Thank you!

Establishing Braves Spaces: The Roles of Safety and Comfort in Dialogue

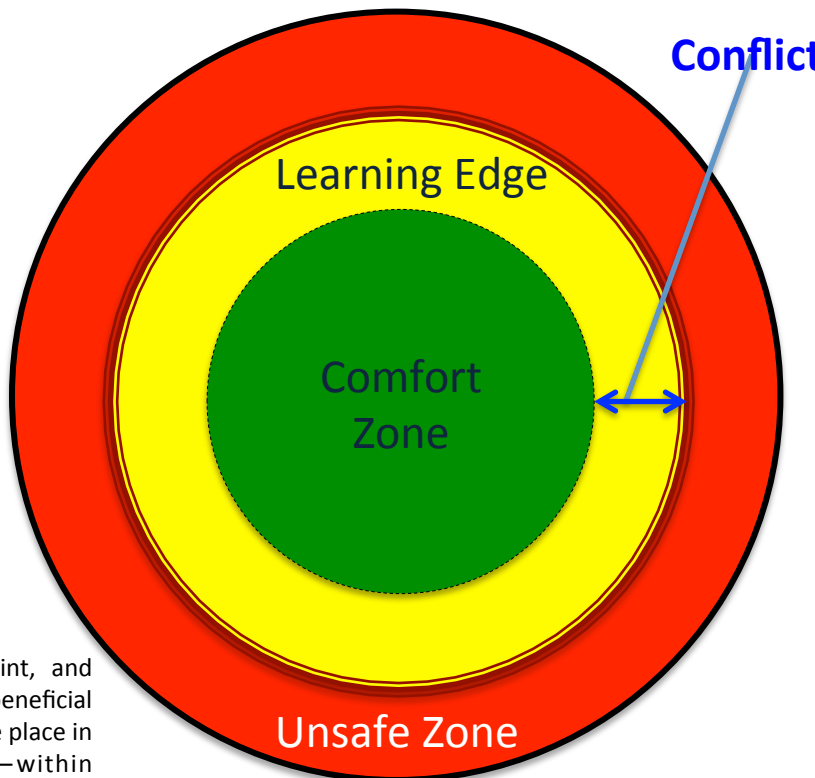
We want to create an environment in which we feel safe sharing our views, our experiences, and ourselves. To learn from each other, we need an environment that allows us to open up, to feel safe challenging ourselves and challenging each other.

Boostrom states, “learning necessarily involves not merely risk, but the pain of giving up a former condition in favor of a new way of seeing things.” We seek to cultivate **brave spaces** rather than safe spaces for group learning about a broad range of diversity and social justice issues. By emphasizing the need for courage rather than the illusion of safety, we better position ourselves to accomplish our learning goals and more accurately reflect the nature of genuine dialogue regarding challenging and controversial topics.

Comfort Zone: We all have zones of comfort about different topics and experiences. The dialogue process asks us to move beyond our traditional areas of comfort so that we can open ourselves to new challenges, knowledge, and awareness. While remaining inside our comfort zone we are not being challenged, and thus we are not learning.

Moving outside our comfort zones requires *bravery* to constructively embrace conflict, which in turn we are learning through being challenged. However, if we move too far outside the comfort zone, we begin to resist new information and withdraw.

Conflict: Conflict of opinion, viewpoint, and understanding is a normal and even beneficial part of the dialogue process. It will take place in various ways within the group—within individuals, between individuals, or between groups. It may be overt or submerged in the group, present but not fully recognized. We are more likely to work with conflict when we bravely enter spaces and are committed to learning from the conflict present in the dialogue.



Learning Edges: We call the edge of our comfort zone the learning edge. When we are on the learning edge, we are most open to expanding our knowledge and understanding—as well as expanding our comfort zone itself.

Being on this edge requires a level of *courageousness and bravery* as it means that we may feel annoyed, angry, anxious, surprised, confused, defensive, or in some other way uncomfortable. These reactions are a natural part of the process of expanding our comfort zones, and when we recognize them as such, we can use them as part of the learning process—signaling to us that we are at the learning edge, ready to expand our knowledge and understanding.

The challenge is to recognize when we are on the learning edge, and then to *bravely* stay there with the discomfort we are experiencing to see what we can learn.

Conflict of understanding pushes our comfort zones and is a necessary and beneficial part of the dialogue process. It is our responsibility as participants in this dialogue to turn conflict and discomfort into learning and growth for everyone. One of the first steps in this direction involves *bravely* pushing our comfort zones and challenging ourselves to learn and grow.