It’s Not Transactional, It’s Relational – Addressing Racial Equity and Social Justice in the Workplace

Let's Connect

Tiana Sanchez International, LLC
tiana@nolimit2yoursuccess.com
POLL QUESTION
How has the past 12 month’s events affected your community?
POLL QUESTION
How are you dealing with divided councils/communities that express differing and even conflicting opinions?
POLL QUESTION
Where are you in your journey with addressing these issues?
As you start to unpack those questions as a city manager, you are advancing the collective mission to evolve and redefine the future workplace. You are leaning into...

Conscious Leadership

"In many ways, the future of the workforce rests on the perspective and action of its leaders."
LEANING INTO CONSCIOUS LEADERSHIP
DIVERSE COMPANIES ARE SIMPLY MORE PROFITABLE. THEY OUTPERFORM NON-DIVERSE COMPETITORS. A 2018 MCKINSEY AND COMPANY STUDY FOUND THAT 33% OF COMPANIES ARE MORE LIKELY TO EXPERIENCE “ABOVE-AVERAGE PROFITABILITY AND VALUE CREATION” WHEN THEY ACHIEVE ETHNIC AND CULTURAL DIVERSITY. SO, CONSCIOUS LEADERS DO WELL BY DOING GOOD.
In society when groups of people are devalued by mores and laws, they rise up. Microcosmically, the same is true for organizations, except instead of rising up employees quit. Naturally, conscious leaders must relentlessly recognize and correct employee devaluation at every opportunity.

© 2020 • Tiana Sanchez International • The Awakening: The Rise of the Conscious Leader
Corporate policies serve as the backbone for organizations, the operating principles for daily life and strategic purpose. They are the basis for action, too. They are the rules and, in general, we all want to play by the rules. For that reason, the rules must be fair for all.
Deliberate Actions

OR TACTICAL BEHAVIOR
Implementing fair and equitable practices is not always easy in a company. But as a company you have to ask yourself one important question, one that every company should ask itself. What kind of company do you want to be?
ENSURING EQUITABLE COMMUNITIES
Advancing equity in organizational culture falls directly on the shoulders of all of those in leadership roles—City Council, City Managers, Deputy City Managers.
CONSCIOUS-LEADER SCHEMATIC FOR ENSURING WORKPLACE EQUITY

**01 Equity Commitment**
Define and formalize the commitment to actively pursue racial and gender equity.

**02 Core Values**
Conscious leaders must reevaluate and/or establish core values through an equity lens.

**03 Sustaining Equity**
Deploy resources - affinity groups, programs - and tools to reinforce equity.

**04 Training**
Rely heavily on data and analysis-driven formalized training.

**05 Equity Work**
Be guided by restorative practices and equitable representation.

**06 Disparities**
Recognize disparities within an organization and take meaningful action.

**07 Resistance**
Stand firm in your commitment, repelling external pressures and stay true to your convictions.

© 2020 • Tiana Sanchez International • The Awakening: The Rise of the Conscious Leader
TRANSFORMING YOUR CITIES AND WORKPLACES

ENHANCING EQUITY
Enhancing equity happens when our communities progress in their thinking about creating a space for everyone to thrive.

TRANSFORMING WORKPLACES
Three perspectives form the structure for workplace transformation: Relational, Ethical, and Tactical.

ADVANCING PROFITABILITY
Leveraging annual spend toward communities most in need to demonstrate real compassion, concern, and the need for real change.
TRANSFORMING YOUR WORKPLACE
Work Equity

This people-first mindset is tethered inextricably to the belief that if you take care of your people, everyone wins. So, while promoting flexible work environments, conscious leaders are also doubly vigilant about ensuring equity no matter what the work environment may be.

While our collective attention has been focused on the fires burning in front of us, equally serious issues have been smoldering in the background.
An Agile Organizational Perspective

Rather than organization as machine, the agile organization is a living organism.

From organisations as “machines” ...

... to organisations as “organisms”

- Quick changes flexible resources
- “Boxes and lines” less important, focus on action
- Leadership shows direction and enables action
- Teams built around end-to-end accountability

Top-down hierarchy

Bureaucracy

Detailed instruction

Silos
POLL QUESTION

What are my next steps?
EMPOWERING CONSCIOUS LEADERS SINCE 2011

FREE Copy of The Awakening
Text ‘tianasanchez’ to (909) 302-0297