

Work 4 Change

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Indiana University Bloomington Department of Theatre, Drama &
Contemporary Dance

Spring 2023

Leadership Meeting: January 2023



Sharing Space

- This is a supportive space
- **There is room for everyone**
- Listen, Reflect, Share
- **Your voice is valued. Your presence is appreciated**
- Honesty is brave & will push you forward. We celebrate honesty
- **Do not share each other's ideas, contributions, or narratives outside**

Practice Self-Reflection

As organizational members it may be difficult to separate organizational criticism from personal feelings

If you feel targeted, emotional, or guilty, you are personalizing the process (me), rather than receiving the information as an organizational member (role)

This is another step forward in a long process of learning, growing, and building

Spring 2023: Change & Communication

Leadership: Equity Vision and Moving Forward

Critical Challenge: Embedding Racial Equity

Communication: Threats to Power, Comfort and Resources





Talk, Listen, & Reflect



Equity Vision



VISION

Clear image of your future

Aligns with your values and priorities

Inspiring, motivating, and excites you

Your EQUITY VISION for DTCD

What is your vision for DTCD? Describe it in detail (but short notes)

GOALS

Goals are the means to achieve your vision

Goals should be measurable

Good goals have accountability built into them

EQUITY GOALS

Write 3 goals to **improve equity** at DTCD. Write in **present tense**. Give a **timeframe**. Identify your **accountability** measure.

Goal 1: Personal evolution/development goal as a DTCD leader

Goal 2: Your unit of responsibility

Goal 3: At the organizational level

Visions are good for:

decision-making

long-term planning

life alignment

motivation

skill development

knowledge building

Goals are good for:

self- awareness

short-term planning

accountability

lessons, adjustments, flexibility

empowerment

track progress

BARRIERS

obstacle that prevents movement

anything or anyone who makes progress difficult

an impediment to desired growth

EQUITY BARRIERS

What do you lack to move forward in your equity work?

What additional supports do you need to navigate the equity barriers you face?

Moving Forward

Based on the conversation today, what are the key issues that need to be addressed to help you **lead** in a stronger, more equitable way, into the our conclusion of the learning series (Spring 2023)?

