

DECONSTRUCTING INSTITUTIONAL RACISM



OBJECTIVE

Gain an understanding of how institutional organizations have perpetuated an unfair organizational culture and how the role of intentionality could maximize human potential within the workplace as you progress through the Transtheoretical Model of Change.



DEFINING RACISM



- A systematic, sociological, institutional, all-pervasive, and epistemologically rooted phenomenon that pervades every aspect of our world. (Akintunde, 1999)
- A series of events that are aimed to support the idea of "Whiteness", "White Privilege", and "White Supremacy"
- Believes there are distinct biological or genetic differences between races
- A social, political, and cultural construct that is based on freedom and equality, an economy based on slavery, and social forces that originate from human invention in 1735 that has matured over time.

SHIFTING TOWARD DIVERSITY, EQUITY, AND INCLUSION WITH INTENTION

WHAT DOES IT MEAN TO ACT WITH INTENTIONALITY?

- To act with intention means to act with thought only.
- To act intentionally means to act on purpose
- To be intentionally intentional means to act with purpose on your intentions.
- *The intentionally intentional person not only has intentions, they intend to carry them out.*
- Dr. Burnout, 2014

HOW TO BE INTENTIONAL IN ORGANIZATIONAL SHIFTS

1. Begin by making a top-down commitment to change by demonstrating it through your actions.
2. Examine your company's history and draw lessons from it.
3. Develop strategies and a culture around them.

WHAT IS TRANSFORMATIONAL LEADERSHIP?

A process where leaders and followers engage in a mutual process of raising one another to higher levels of morality and motivation. The bar is raised and leaders lead by a moral stance and the result is others following the leader and models themselves after the leader's moral characteristics (Burns, 1978).

COMPONENTS OF TRANSFORMATIONAL LEADERSHIP

