Equity 2030 Best Practice: Leadership & Empowerment for Women of Color Pilot

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College of Management
Metropolitan State University
CHALLENGE

The threat and impact of the 2020 triple pandemic (COVID19, social injustice, and economic disparities) has disproportionately impacted people of color in the areas of health, economic sustainability, and educational retention. (reference 1, 2, 3)

Obstacles of racism in the workplace rise as marginalized populations face increased barriers of biases, discrimination, lack of representation, networking challenges, and lack of mentorship and capital. While minorities and women, specifically African American women, have represented the fastest growing business start-up group, their sustainability and wealth are not equivalent with the general population.

We have an educational and morale imperative to “re-imagine education” for our BIPOC learners and build supportive infrastructure and systems within their educational journey that offer a pedagogy of hope and opportunity. More than ever before, these students need support in building capacity in career readiness, resilience, tools, and access to upper mobility pathways that support their success and retention.

Innovative, compassionate and culturally embracing education will be required to meet this call. Additionally, it will “take a village” and require a collaborative and strategic coordination of the university with our community partners to embrace, embolden, inspire and guide our students to reach their highest potential toward life and career opportunities.
FACULTY INNOVATION

In spring 2020, Metropolitan State University- College of Management in collaboration with Student Affairs leadership, is piloting an online zoom topics course to address this challenge and contribute to the MinnState goal of Equity 2030, helping to close the equity gap in education and workforce development.

Targeting women of color, the “Leadership and Empowerment for Women of Color” (MGMT350) will be launched as a 7 week course for 2 credits. It is designed as a pass/no credit course to eliminate the pressure of grades. Note: All students are accepted if enroll.

This initiative is designed to create a safe environment of support focused on building Competencies, Contacts, Career-Readiness, and Confidence for marginalized women students. Its outcome will contribute to the development of self-awareness as well as workforce preparation as leaders, innovators, and engaged citizens.

Lead facilitator, Dr. Denise E. Williams, will be supported by a team of interdisciplinary faculty and staff as well as community leaders and coaches. Program can include speakers nationally due to zoom. This pilot creates a prototype for engagement and project management that can be scalable in other educational institutions. The pilot will feature both quantitative and qualitative research methods to measure results and impact.

Program sustainability: all students who complete the program have access to on-going engagement in “Success Workshops with Leaders” as well as invitations to mentor other women in the program. Exploration of grant funding options to expand program deliverables, student scholarships, technology and workforce interventions is underway.

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FACULTY INNOVATION:

Program Elements

- Experts & Leaders Panels/lectures
- Coaches
- Student
- Dream Building
- Experiential Exercises
- Reflections Journals Digital-Videos

Modules: Building Competitive Advantages

<table>
<thead>
<tr>
<th>WEEK</th>
<th>Well-Being Focus</th>
<th>Engagement</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Inner Awareness</td>
<td>Tool Kit: assessments, goal setting, time &amp; team management, ownership of story &amp; cultural lens. Reimagine education journey</td>
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<tr>
<td>2</td>
<td>Mind, Body, Spirit</td>
<td>Innovation Mindset; strategies for strengthening mind &amp; body; cultural mindfulness; values &amp; inspiration; self-care</td>
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<tr>
<td>3</td>
<td>Leadership</td>
<td>Understanding power (personal &amp; positional); preparing to lead; self-leadership mastery</td>
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<tr>
<td>4</td>
<td>Wealth</td>
<td>Removing inner obstacles; money management basics; goals setting</td>
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<tr>
<td>5</td>
<td>Social</td>
<td>Building &amp; managing your network; mentorship/mentee relational richness</td>
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<tr>
<td>6</td>
<td>Career</td>
<td>Career readiness; resume &amp; interview training; building personal presence; digital stories</td>
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<tr>
<td>7</td>
<td>Community</td>
<td>Becoming a Citizen Professional; understanding political voice; lift others</td>
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FACULTY INNOVATION

Implementation Steps

- Identify your program objectives
- Secure administration or dean approval
- Identify program: co-curriculum or curriculum based; full semester or 7 weeks; credits or no credits; options for pilot/topics course
- Identify target audience and how to reach them best (consider dialogue directly with students for input)
- Identify collaborative partners for program operation and delivery
- Develop instructional design of content and delivery strategy
- Develop marketing and communications plan
- Host information sessions to build awareness
- Consider registration options (i.e. registration waiver to engage customized class list)
- Create internal marketing communication (see flyer)
- Tie into existing university/college student-focused programs
- Collaborate with and integrate other interdisciplinary women faculty
- Identify and collaborate with diversity, equity and inclusion organizations and leaders within community
- Recognize that a trained student population will be attractive to potential employers; explore internship opportunities

Program Student Communication Link

Instructor: Dr. Denise E. Williams
College of Management

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MGMT350
LEADERSHIP & EMPOWERMENT FOR WOMEN OF COLOR

Do more than survive...thrive!
You are invited to a 7-week adventure focused on YOU!

- Unlock your highest potential for success
- Awaken your unique gifts and talents
- Celebrate your past and empower your future
- Build capacity in Innovative Mindset
- Expand Artful Thinking & Career Readiness
- Value your cultural lens and gain diversity agility
- Ignite Well Being in 5 key areas of life
- Develop strategies for resilience in leadership
- Commitment to stepping into your greatness required

 Starts March 18th
 Thurs 6-9:20pm on Zoom
 No pre-requisites
 Two Credits
 S/NC grading
 Override required in order to register

Don’t Miss this Unique Opportunity For
Competencies, Contacts, Career-Readiness, and Confidence

Interested?
Join one of our info sessions!
- Friday, Dec. 4th at 6pm
- Thursday, Dec. 10th at 6pm
- bit.ly/LEWOC-Info-Sessions

Ready to register?
Have questions?
Send an email to
Sam.Poindexter@metrostate.edu

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References

