

Leadership from the Inside Out

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10/28/20

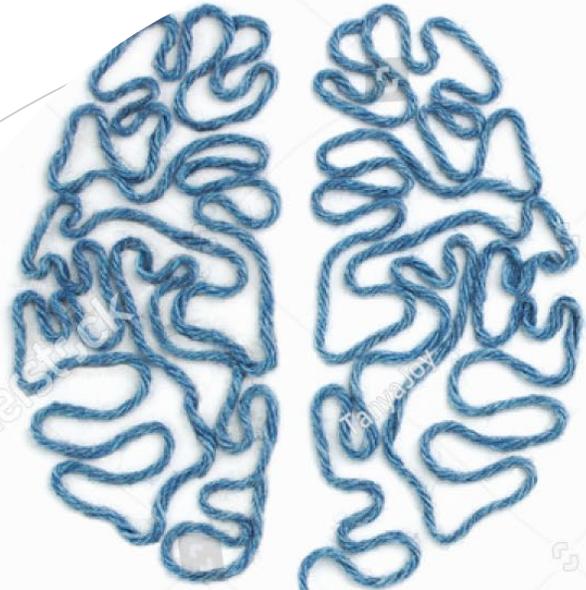
Why:

Because today's COVID-19-era faculty and students are experiencing enormous anxiety, within the context of isolation, and because the pain of social exclusion has harmful psychological and physical effects, L.A.C.E. equips leaders with resources that quiet the mind, connect the heart and set the stage for deep anti-oppressive teaching, leading and learning.



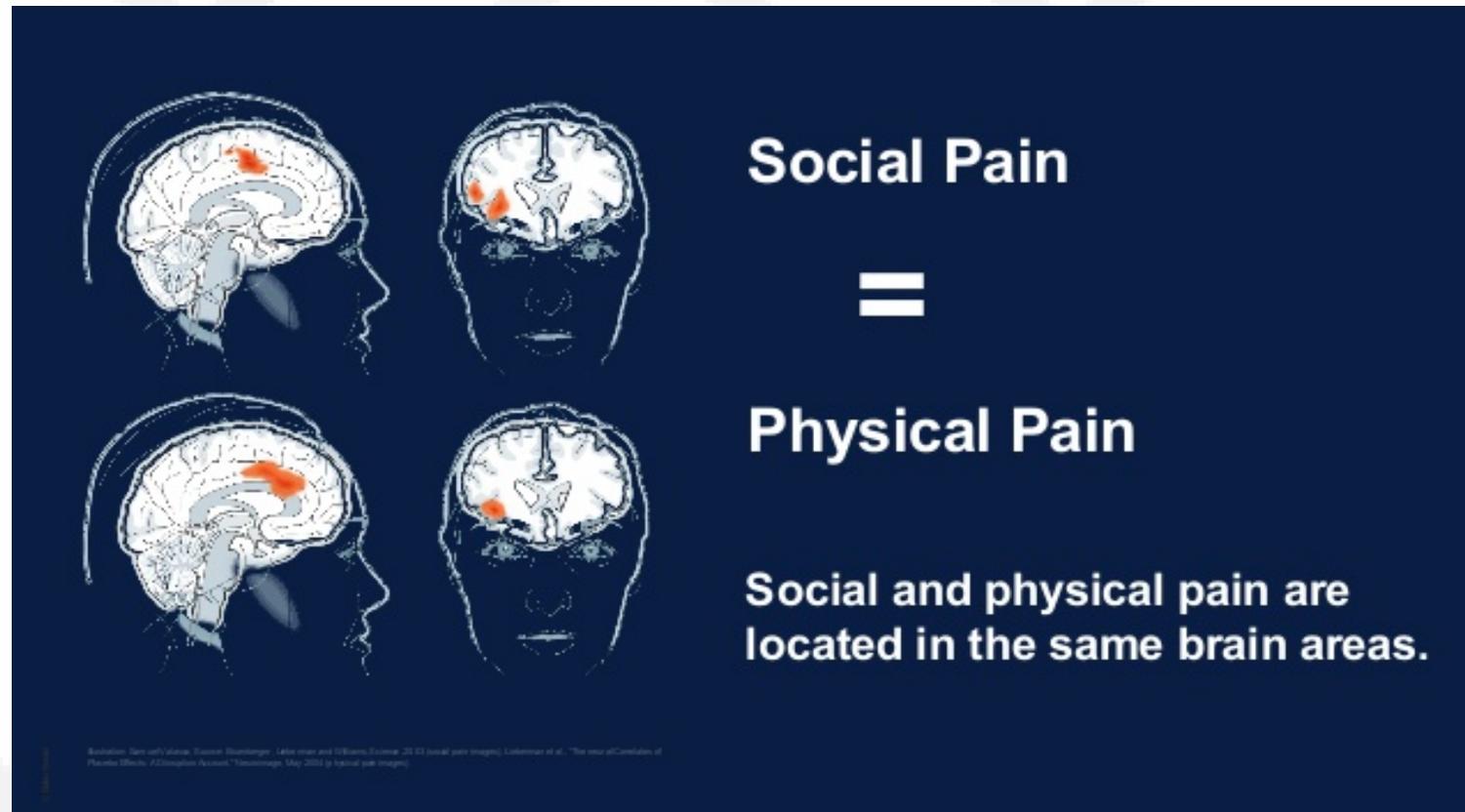
What is LACE?

- Love
- Authenticity
- Courage
- Empathy



Connecting
the Brain with
the Heart and
the Body

Social Pain Registers as Physical Pain



- *Love*—the wholehearted concern for the welfare of others in ways that add value. Love is the predicate that makes Authenticity, Courage, and Empathy possible.
- *Authenticity*—self- awareness and aligning personal values with behavior.
- *Courage*—being who we are afraid to be; doing what we are afraid to do.
- *Empathy*—recognizing that someone else’s emotions have value too; holding space even when we don’t agree or understand.

LACE unfolds at three levels: self awareness, connection and transformation.

LOVE

- ***Self-awareness:*** In practice, this looks like reflecting on and practicing ways you can be kind, and patient with yourself.
 - Where do you stand on ideas of inferiority based on race, sex and other identities?
- **Anti-oppression:**
 - Inconsistent with racism, sexism, homophobia, ableism and xenophobia.
 - Moving beyond blind spots. Willing our eyes to see.
 - Moving beyond deafness. Willing our ears to hear.
 - Postjudging

Authenticity

- ***Self-awareness:*** Aligning our values with our attitudes and behavior.
- **Anti-oppression:**
 - Have a realistic understanding of personal strengths and weaknesses.
 - Think and act in alignment with values rather than out of shame or pressure.
 - Understand that anti-racism and anti-sexism can be expressed in unlimited ways.

Courage

- ***Self-awareness:*** Working through difficult challenges. Stepping into vulnerability, uncertainty, compassion or trust and coming out on the other side.
- **Anti-oppression:**
 - Reflecting on and Acknowledging our role(s) as anti-oppressive and supporters of anti-supremacist behavior (i.e. of any type).
 - Making minute-by-minute choices to think, show up, and behave differently.
 - Interrupting and dismantling racism and sexism (of any type) rather than overlooking or rationalizing it.
 - Doing antioppression work without seeking credit.
 - Acknowledging our complicity in individual, institutionalized, interpersonal and structural racism and sexism.

Empathy

- ***Self-awareness***: Being in touch with one's own thoughts, feelings and experiences.
- **Antiracism**:
 - Understanding how our fear, flight and freeze responses prevent us from acting with courage.
 - Being appropriately vulnerable.
 - Increasing our circle of concern beyond our racial, ethnic and gender identities.

The “Honeymooning” Department Head:

Read the verbatim responses about your departmental climate. Using the LACE model, identify the issues at stake? How does your positionality (i.e. race, gender, class, nationality, religion, etc.,) play into the options for moving forward? In the end, what is your own overall plan—including the opportunities, challenges and eventual desired outcomes? How do you engage your colleagues in the process?

<https://docs.google.com/document/d/1lwNiAilefCBz3HjNny7LkYkYW0q7FNvq3Rt096Fq0w/edit?usp=sharing>



