Goskills

Bridging the Gap: Your Guide to Equity-Based Leadership

GoSkills online course syllabus

Skill level
Beginner

Lessons
18

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Pre-requisites
No prior experience needed

Video duration
59m

Estimated study time
59m 15s

Instructor
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Introduction

1 ## Creating accessible opportunities
The empowerment, self-efficacy, and opportunities you create for others strengthens your leadership influence and organizational effectiveness.

Understanding Relationships

2 ## Evaluating your influence
In order to keep others motivated, you must understand the process of influence as well as how influence is accepted.

3 ## In-groups and out-groups
Fairness and access are workplace challenges leaders inevitably face when creating an equitable environment for their employees.

4 ## Relationship stages
Workplace relationships between leader-follower can generally be described in three stages.

5 ## Group relationship stages
Leading a diverse team can also generally take on three stages.

Recognizing Common Inequities

6 ## Credentials and education inequities
Your credentials and education level and that of your employees can play into the professional respect that they receive in the workplace, which doesn't always create an equitable work environment.

7   Ethnic inequities

It's important to recognize the disparities that different ethnicities may have faced in their prior experiences.

8   Organizational tenure inequities

A study found that perceived contributions to the workplaces rose with tenure with leader and organization.

9   Public encouragement inequities

Public encouragement provides your employees the opportunities for exposure and mobility in the organization.

Strategies to Create Equity

10   Recognize contributions

Public encouragement provides your employees the opportunities for exposure and mobility in the organization.

11   Address contribution inequities

Individuals of a certain ethnicity, education level, and level of organizational tenure often find that they are responsible for different workload amounts or contributions.

12   Encourage workplace candor

The ability to contribute opinion to processes in the workplace has been shown to elevate work-related contribution.

13   Create mobility opportunities

When employees are able to perform certain tasks in the workplace, their contribution scores can increase.

14   Increase public encouragement

An individual's ethnicity can significantly correlate with leadership public encouragement ratings.

15   Support career development

An individual's credentials and level of education can significantly correlate with public contribution scores.

Leading an Equitable Team

16   Equitable leadership

Equitable leadership is a realization that you cannot lead everyone the same because they are not the same.

17 Leadership style

Leadership continues to grow and evolve based on how people accept and expect relationships and influence.

Next Steps

18 More resources

Now you should be able to identify some workplace disparities and opportunities to provide a more equitable workplace environment for others that will strengthen your influence as a leader.

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