

## *Racialized Women in Leadership: A Transformational Professional Development Program*

### **Description:**

In the wake of increased social justice movements, organizations have taken on widespread Diversity, Inclusion and Equity strategies, geared towards redressing the historical, current and persistent diversity gaps at senior leadership and Board tables. Several research reports, such as the [Black in British Columbia Report](#) and [Statistics Canada data](#) however, show that the lived experiences of Indigenous, Black and all racialized communities continues to be marked by systemic racism and oppression. [Diversity targets](#) for racialized women continue to lag. In addition, experts from [LinkedIn](#) to [Harvard](#) are pointing to failures in diversity hiring recruitment efforts due to tokenism and a lack of support or a development pipeline for diverse leaders in the workplace, leading to a [trend as noted by Korn Ferry](#) of Chief Diversity Officers leaving their roles within 2 years.

SLD Consulting is offering a professional development program for racialized women leaders to support their retention in senior leader roles. This program will provide core leadership and organization development skills for today's racialized leader who is faced with the unique [emotional tax](#) associated with leading in today's environment of hypervisibility to diversity, equity and inclusion efforts, while their lived experiences of visible-invisibility continues to create ongoing marginality and experiences of burnout.

By the end of the program, participants will have:

1. Explored the unique challenges faced by women + racialized leaders in supportive community
2. Reviewed personal-professional strategies for resiliency and thriving in the midst of systemic oppression
3. Examined power-equalization strategies for mitigating negative interpersonal and systemic experiences
4. Shared diverse perspectives for addressing their unique challenges from peer and direct 1:1 coaching
5. Gained a network of senior women leaders to connect with for ongoing support

### **IMPORTANT NOTES:**

- Space is limited for this inaugural cohort and will be filled on a first come, first serve basis to a maximum of 12 participants only
- All women are welcome and a broad intersectional lens will be held throughout, with a clear focus on gender + racialization
- While we understand that the personal is political and the political is personal, this space is intended for transformative learning and development and not for activism/advocacy. Participants will be asked to adhere to community guidelines to preserve the integrity of the learning space accordingly.

## Logistical Details

**Location:** Virtual

**Cost:** \$5000 for 5 three-hour intensive development sessions + up to 5 1:1 individual coaching sessions\*

**Dates:** April 22, 2023 / May 20, 2023 / June 10, 2023 / September 23, 2023 / October 28, 2023

**Times:** Noon – 3pm PT / 3 – 6pm ET for all sessions

**Registration:** via [Form](#). Invoice provided once registration confirmed for payment by EFT/e-transfer

\*Sessions will be bookable via Calendly and only valid until Dec 2023

## Facilitator:



*“Yabome’s skills are incredibly strong. She is a brilliant presenter, storyteller and facilitator of connection and dialogue – her intellect is surpassed only by her engaging manner and authenticity.”* Client Feedback

Yabome Gilpin-Jackson, PhD (she/her) is an executive leader, executive coach, consultant and educator in Leadership, Organization Development/ Change and Transformative Learning in academia and across the private, public, non-profit sectors. In addition to being Founder and Principal at SLD consulting, she has served in Executive Leadership roles within the British Columbia Public Sector and is Simon Fraser University’s first Vice-President, People, Equity and Inclusion. Yabome is community-engaged and has served on a variety of non-profit Boards as well as was the 2021 Chair and 2022 Co-Chair of her international professional association, the Organization Development Network. Among other awards, she has been named International African Woman of the Year by UK-based Women4Africa, was the inaugural recipient of the Emerging Organization Development Professional award from Organization Development Network and the recipient of the prestigious Harry Jerome Professional Excellence Award in Canada for Black-Canadian achievements. Her publications include, [Transformation After Trauma, The Power of Resonance](#), co-editor for the [2022 Palgrave Handbook of Learning for Transformation](#), the [We Will Lead Africa](#) book series and [short story collections](#) about global African experiences: *Identities, Ancestries, Destinies*. [When asked about her work in the world](#), Yabome describes it as “developing our human capacity to be, think and do things differently and better.” If you ask what she is best known for, she will tell you, her wicked laugh. If you ask her about her proudest achievement, she’ll say, being a o.k mom of three in the midst of it all.

Contacts: [www.SLDConsulting.org](http://www.SLDConsulting.org) | T: [@supportdevelop](mailto:@supportdevelop) | [Linkedin](#): | [Amazon](#)

See Dr. Gilpin-Jackson’s CV and list of Publications [here](#).

## Participant Feedback

100%

agree or strongly agree they are motivated to take [different] action after the session

- “Validating and affirming, highly resonant”
- “I gained new perspectives and appreciation for the power of narrative dialoging”
- “I would like to bring this workshop to our board and mentorship team”
- “Feeling restored”
- “Powerful!”