

Key Executive Pride in Leadership Forum  
American University Spring Valley Building  
June 25, 2019



## **Sesison I: Creating & Sustaining An Organizational Culture that Fosters Inclusivity**

Wendy Reid, *Chief Operating Officer, The Clearing, Inc.*

Wendy will facilitate a generative discussion on tending to organizational culture as a means to influence attitudes, behaviors and policies that impact LGBTQ personnel in the workplace. During the session participants will gain a new understanding of organizational culture and the levers to impact that culture, with a focus on inclusivity as a cultural norm. Building on the definition of culture as the line between the behaviors we tolerate and the behaviors we won't tolerate, Wendy will lead the group through the simple, yet powerful exercise of mapping the behaviors that are conducive to or inhibitors of an inclusive work environment. Focusing the culture lens on the LGBTQ workplace experience, participants will gain insights on the impact and messages of certain behavior, how we honor or not, intentionally or subconsciously, LGBTQ voices in our organizations, and how we can intentionally build a more inclusive organizational culture. This session will be graphically recorded by Matteo Becchi who, in real time, will translate the ideas and flow of the conversation into text and pictures to give our more visually inclined conference attendees an opportunity to "see" the discussion as it unfolds.

## **Sesison II: Using Stories and Data to Convince Leaders to Act**

Alicia Crain, *Diversity & Inclusion Specialist, Peace Corps & Thomas Lotito, Diversity and Inclusion Program Manager, Department of the Treasury*

Have you struggled to get leaders in your organization to take action on LGBTQ-related workplace issues? How do you tackle their reluctance based on apathy, fear of rocking the boat, or being unsure about how to engage with this community? How do you provide training to senior leaders who may not feel they need to learn anything new?

This session will share tactics and resources to effectively make your case to leaders. You will learn how to use Marshall Ganz's structure of Public Narrative storytelling to create buy in and consensus, combine legal protections, data and stories to make memorable and persuasive arguments, and center best practices for intersectional and intercultural adult education.



SCHOOL of PUBLIC AFFAIRS  
KEY EXECUTIVE LEADERSHIP  
PROGRAMS

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## **Sesison III: Balancing the Professional & Personal: Leadership Skills for Federal Leaders with LGBTQ Family Members**

Bill Valdez, *President, Senior Executives Association* & Jayme Valdez, *Chief Executive Officer, Clearview OCD Counseling, LLC*

This presentation will explore family and leadership dynamics from the perspective of a senior career leader and his daughter who have traveled this journey over the past 25 years. Issues that will be examined include:

- What are the dynamics that occur whenever a leader learns that a family member, such as a child, has identified as LGBTQ?
- How does this affect the leader's approach to leading people?
- Are there intersections between the leadership competencies in the Executive Core Qualifications and the skills required to chart complex family dynamics?
- How to reconcile the 'imposter syndrome' when you live in the shadow of one or two very successful leaders who happen to be your parents.
- How to become a leader when you identify as a minority (gay).
- How to harness your perceived weaknesses and transform them into strengths.

