



Exploring Intersectionality

In the Workplace

May 18, 2022

Meredith "Mer" Curry Nuñez

Executive Director, Northern California College Promise Coalition

HI! I'm Mer!



- ★ **Executive Director** | NorCal College Promise Coalition
- ★ **Member** | NCAN 2022 Advisory Task Force (Fellow '21-22)
- ★ **Commissioner** | SCC Comm. on the Status of Women, D2
- ★ **Board Member** | LEAD Filipino
- ★ **Honoree** | 2021 Silicon Valley Business Journal 40 Under 40
- ★ **Alumni** | 2019 APALI Civic Leadership Program @ De Anza

AND a product of all three public higher education segments

Dual Enrollment + Continuous Learning @ De Anza College, Evergreen College, LA Harbor College, El Camino College
Bachelor of English at UC Los Angeles
Master of Business Administration at Cal State Long Beach

Objectives and Agenda

Objectives

- ❑ Explore how our intersectionalities impact how we SHOW UP.
- ❑ Discuss ways that our identities impacts our leadership at work, school, and life.
- ❑ Explore how to Acknowledge, Accept, and Adapt to one's strengths.

Agenda

- I. Introduction & Agenda
- II. Sacred Pause
- III. Acknowledge Your Intersectionalities
- IV. Accept Your Strengths
- V. Adapt with a Growth Mindset individually and in Teams
- VI. Q&A
- VII. Closing & Review of next 2 sessions

Peace. It does not mean to be in a place where there is no trouble, noise, or hard work. It means to be in the midst of those things and **still be calm in your heart.**

~ Lady Gaga



One Down + Palms Up Academy

July 25, 2020

Unlearning Anti-Blackness in Filipino Culture

www.facebook.com/watch/?v=222963872213369



Acknowledge. Accept. Adapt.

“All of us live **complex lives** that require a great deal of **juggling for survival**.

What that means is that we are actually living at the **intersections of overlapping systems** of privilege and oppression.”

(Feminist Freedom Warriors Project, Syracuse University)

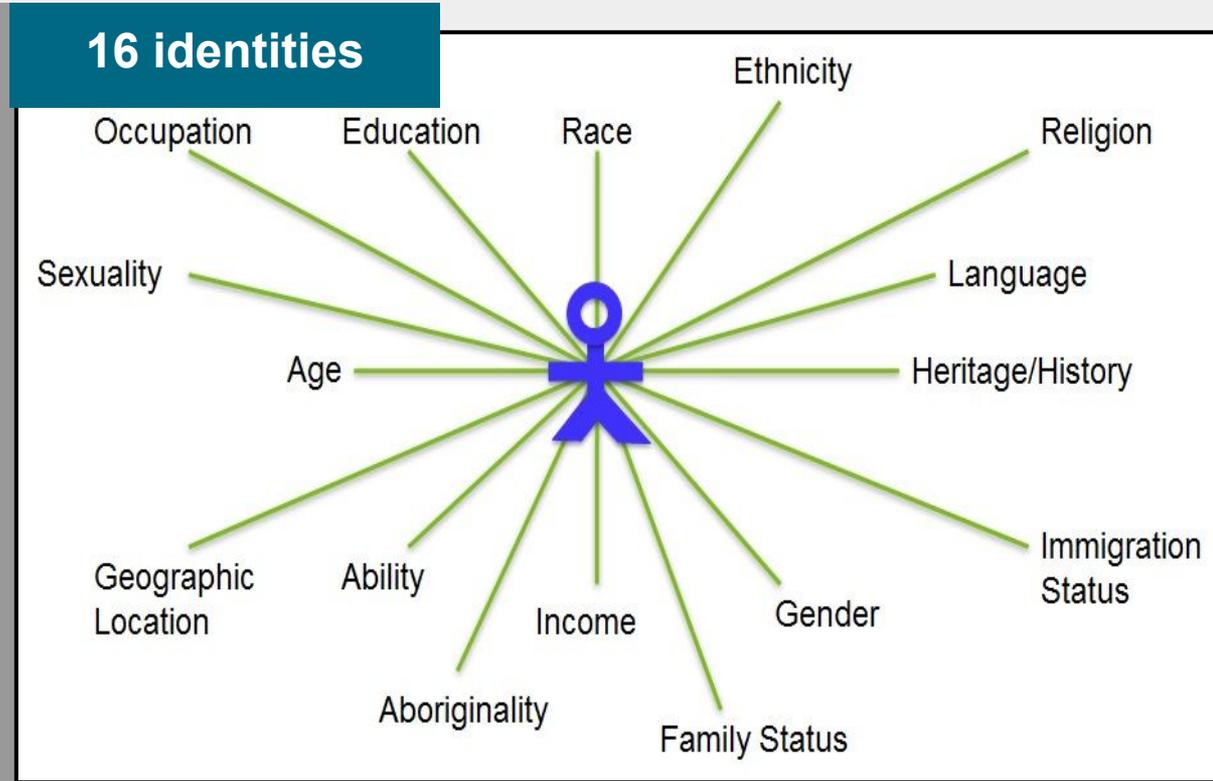


Figure 1. Intersectionality Perspective ([Jackson in Global Health, 2014](#)).

Intersections - Who is MER?

Education: B.A. English (Creative Writing), M.B.A. (all CA colleges)

Race: Filipina, Black, To be determined

Ethnicity: Not Hispanic

Religion: Raised Catholic and baptized; practice mindfulness meditation

Language: English and Tagalog fluently

Heritage/History: Filipina, multiracial African American

Immigration Status: U.S. Citizen, first generation

Gender: Cisgender Female

Family Status: Single daughter of single mother

Income: Low - moderate throughout life

Aboriginality: To be determined

16 identities

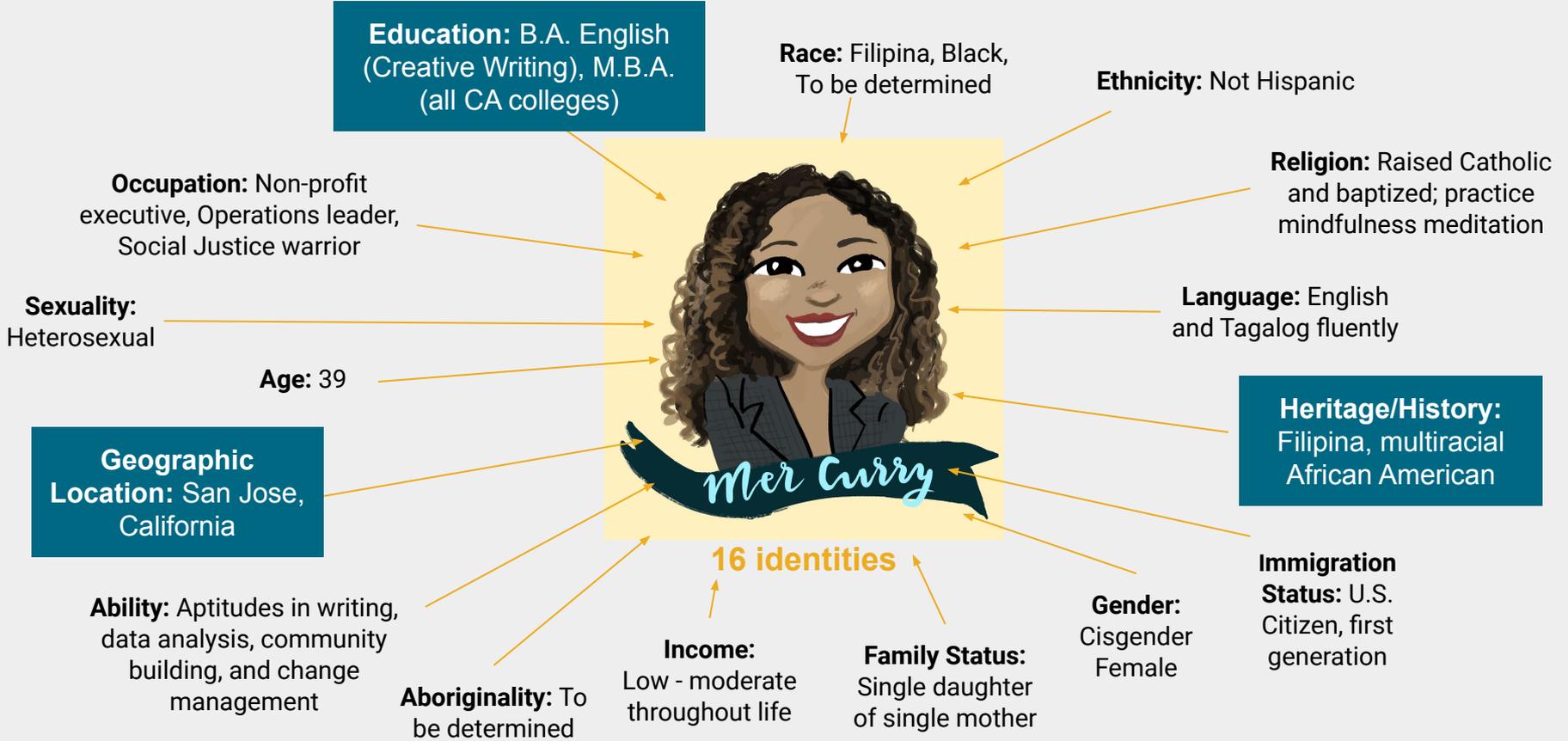
Occupation: Non-profit executive, Operations leader, Social Justice warrior

Sexuality: Heterosexual

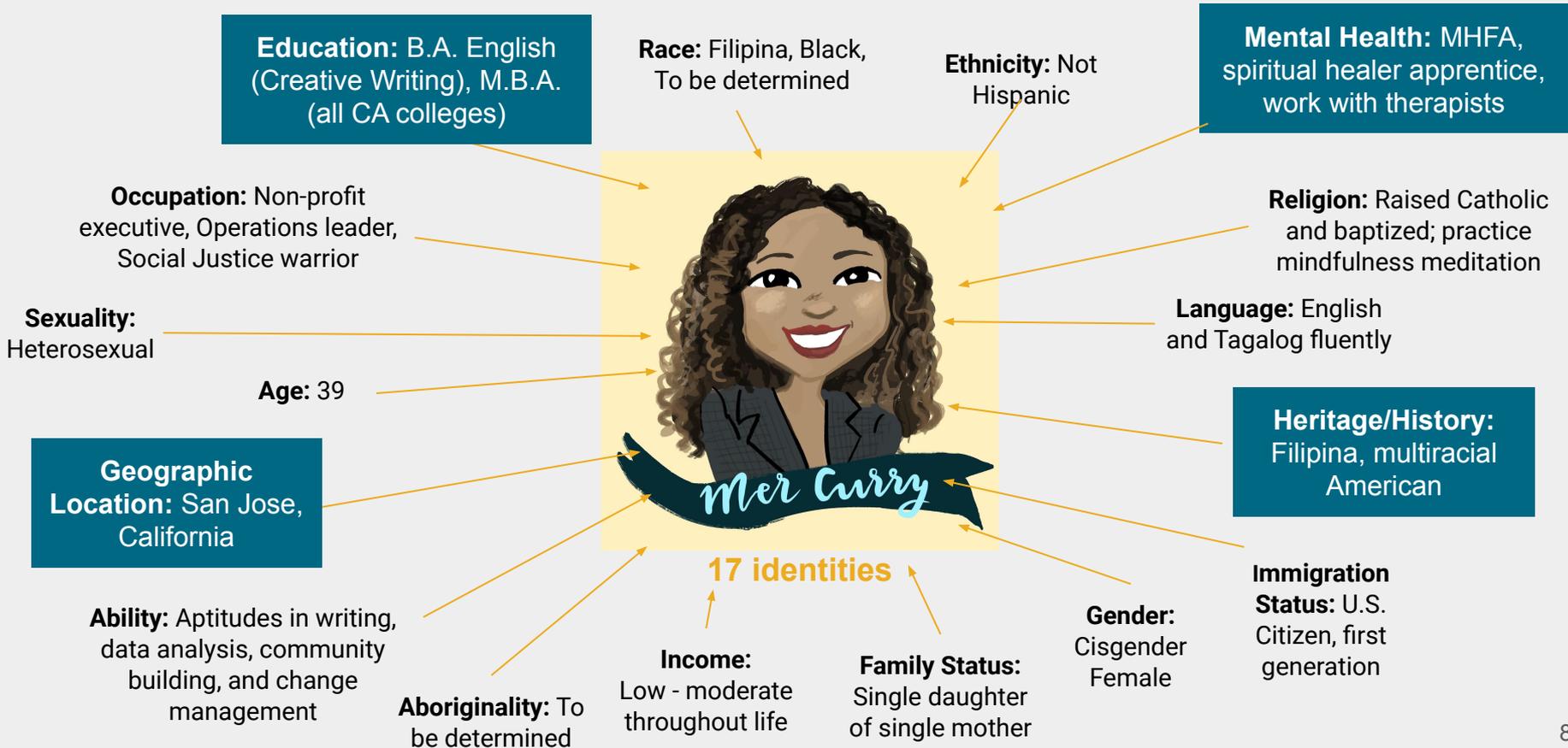
Age: 39

Geographic Location: San Jose, California

Ability: Aptitudes in writing, data analysis, community building, and change management



Intersections - Who is MER?





YOUR Intersectionalities

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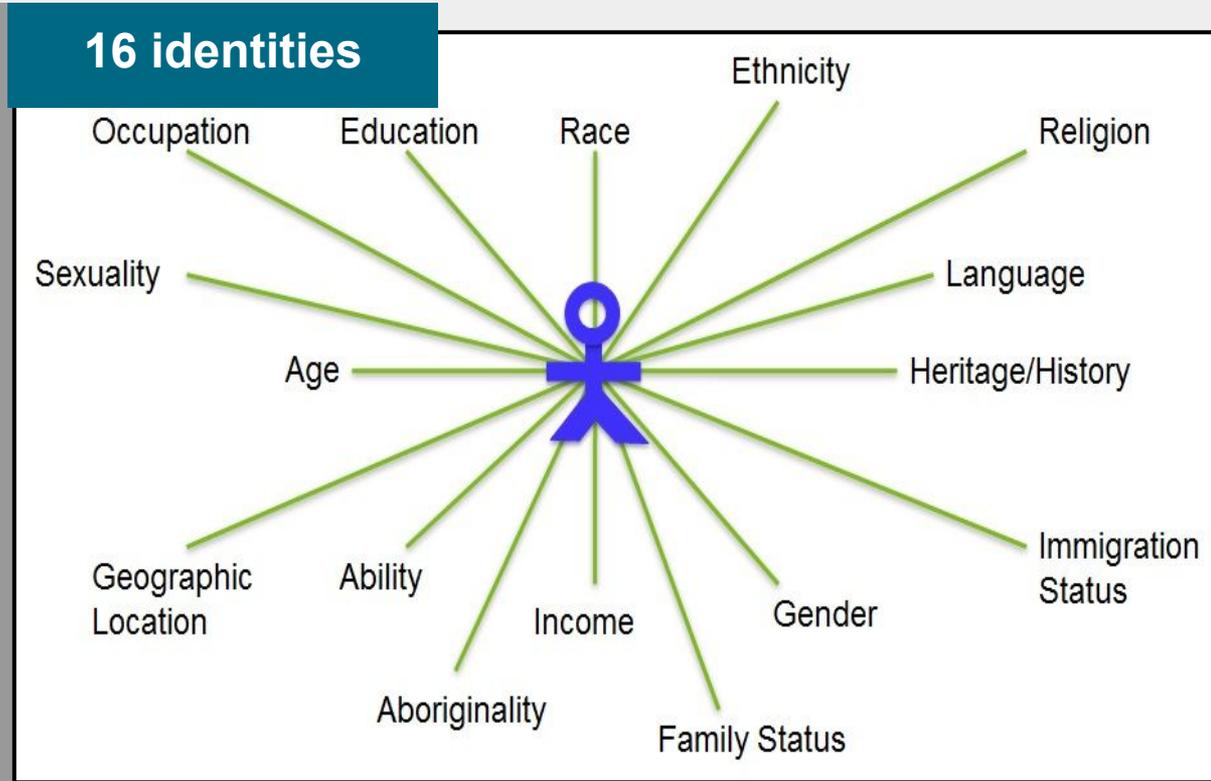


Figure 1. Intersectionality Perspective ([Jackson in Global Health, 2014](#)).



YOUR Intersectionalities

“The identity ----- shows up when ----- . I know this because I [feel/ say/believe]-----.”

What would you put in the blanks?

Mer's Example:

“The identity Black & Filipina shows up when I pursue leadership positions. I know this because I feel like I’m lacking or not worthy in some way.”



You are **1** in **33 million**

On average **1/2** of workers are **not completely clear** about what they are supposed to do at work

Globally, **4 in 10** employees strongly agree that they have received recognition for good work in the **last 7 days**

4 in 10 employees worldwide strongly agree that there is **someone at work that encourages them**

Your CliftonStrengths by Domain

EXECUTING		INFLUENCING		RELATIONSHIP BUILDING		STRATEGIC THINKING	
8	15	13 Activator	5 Maximizer	33 Adaptability	34 Includer	11 Analytical	22 Input
		27 Command	14 Self-Assurance	26 Connectedness	3 Individualization	30 Context	18 Intellection
		16 Communication	1 Empowerment	24 Empathy	19 Teamwork	2 Strategic	7 Ideation
		12 Competitive					
	23 Deliberative						

You Lead with the **Executing** Theme



Teams that focus on strengths every day have **12.5% greater productivity.**

This is why we build **Strengths-Based Teams**

Your CliftonStrengths

Achiever | Communication | Focus | Relator | Discipline



4 Domains of Leadership Strengths

Executing

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

Influencing

Activator
Command
Communication
Competition
Maximizer
Self-Assurance
Significance
Woo

Relationship Building

Adaptability
Developer
Connectedness
Empathy
Harmony
Includer
Individualization
Positivity
Relator

Strategic Thinking

Analytical
Context
Futuristic
Ideation
Input
Intellection
Learner
Strategic

Mer's Results: 2019 vs 2017

Top 5	2017	2019
#1	Responsibility (E)	Connectedness (RB)
#2	Achiever (E)	Strategic (ST)
#3	Arranger (E)	Developer (RB)
#4	Learner (ST)	Maximizer (I)
#5	Intellection (ST)	Relator (RB)
Trends?	3 in Executing, 2 in Strategic Thinking, 0 in Influencing & Relationship Building	3 in Relationship Building, 1 in Strategic Thinking, 0 in Executing, and 1 in Influencing

Mer's Results: 2020

Strength	Balcony	Basement
Connectedness	Strong faith, helps other see purpose	Passive, naive, too idealistic, wishy-washy
Positivity	Enthusiastic, optimistic, praises others	Insincere, naive, superficial, Pollyanna
Achiever	Strong work ethic, leads by example, go-getter, hungry	Overcommitted, can't say no, unbalanced
Relator	Trusting, forgiving, generous	Cliquish, plays favorites
Input	Great resource, mind for detail, conversationalist	Worthless info, cluttered mind, pack rat

Meredith Curry

Connectedness | Positivity | Achiever | Relator | Input

1. Connectedness

People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

[LEARN MORE](#)

2. Positivity

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

[LEARN MORE](#)

3. Achiever

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

[LEARN MORE](#)

4. Relator

People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

[LEARN MORE](#)

5. Input

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

[LEARN MORE](#)

"The thing that is
really hard,
and really amazing,
is giving up on being
perfect and beginning
the work of becoming
yourself.

~ Anna Quindlen

Acknowledge.
Accept.
Adapt.



Top 5 Factors in Success Across More Than 200 Companies



Timing



Team/Execution



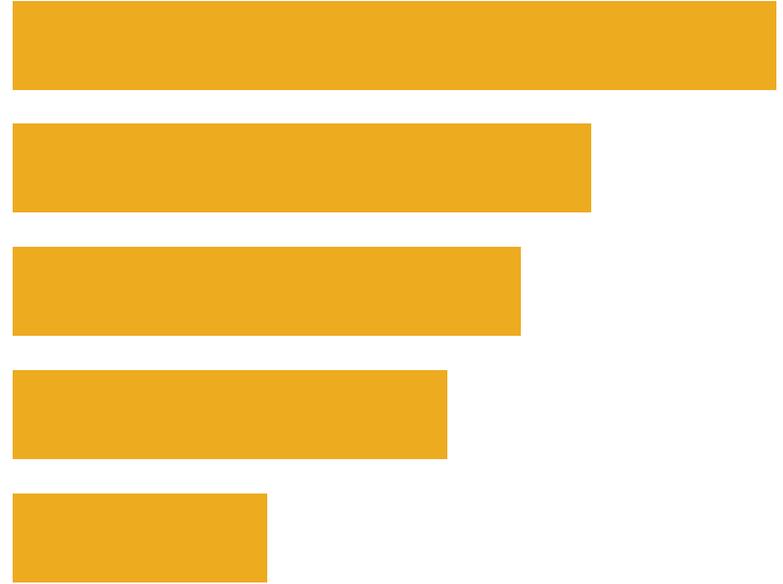
Idea “Truth” Outlier



Business Model



Funding



Naysayer vs Cheerleader

“I can because I’ve done it before”

Language that taps into your growth mindset, reminds you that you have achieved when you weren’t ready, were capable when you thought you weren’t.

“Dummy”

Language that suggest you’re unworthy, not intelligent, not experienced, etc.

“I Can’t/Won’t”

Language that keeps you in a fixed mindset.

“Go for it!”

Language that encourages you to try wha you have not tried, take risks even when they are scary, take a chance on yourself because you believe in yourself.



“Love, Darling”

Language that reminds you the best cheerleader in your life is YOURSELF. Pushes against terms that others may use to demean or undermine you.

“Why did you do/think/say that?”

Language that second guesses your decisions, dreams, and articulations.

Telling VS Coaching

DO TOGETHER

Let's make sure you're clear on the objectives, that the expectations for the project are realistic given time and capacity, and let's come up with milestones to course correct.

PLAN BETTER

This project could have used a better plan to engage the right people to get to the intended outcomes.

DO BETTER

This project was OKAY but could have had better outcomes and met all the expectations.



PLAN TOGETHER

Let's discuss the intended outcomes, confirm the right players are available with the appropriate roles, that the timeline is realistic, and that we track our progress towards outcomes. Consider a PDSA or fishbone approach.

PERFORM TOGETHER

Let's onboard you into your role when you first start, set 30-, 60-, and 90-day goals, schedule regular check-ins to discuss progress and training to fulfill the responsibilities for your role, and engage mentors that you can tap as needed.

PERFORM BETTER

Your role has expectations and you are meeting some but not all of them.



How do YOU Manage?

DO's

Use standing agendas that include Successes & Challenges
Meet with teams regularly and check on quality of supports
Use StrengthsFinder to implement action plans

DON'Ts

Expect staff and teams to perform without resources & support
Hold staff accountable to projects and tasks without clarity of objectives, roles, timeline, and WIIFM



How do YOU Manage UP?

DO's

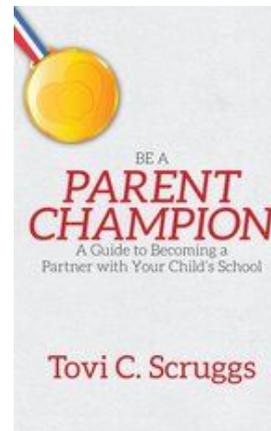
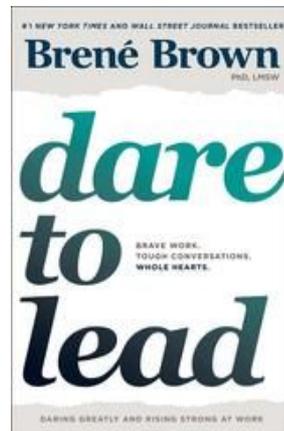
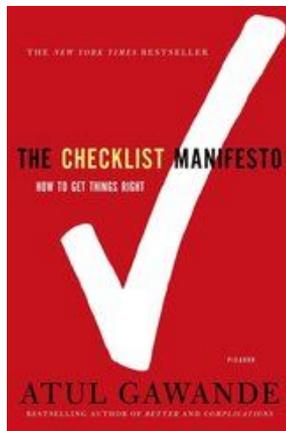
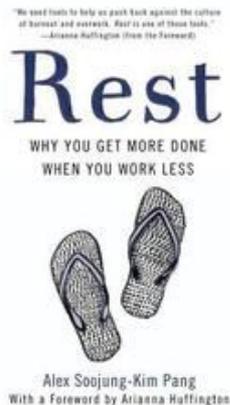
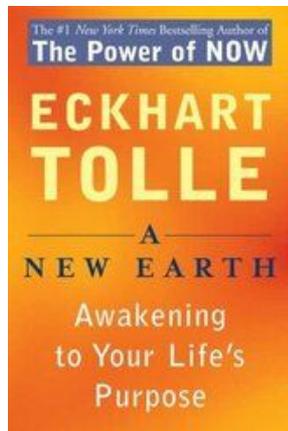
*Set agendas for team meetings and send it in advance.
Assign someone the role of Wellness Lead to socialize it.*

DON'Ts

Assign teams to projects without kickoffs to set expectations.
Assume your manager knows what you spoke about last time.
Assume everyone has access to necessary information/docs.

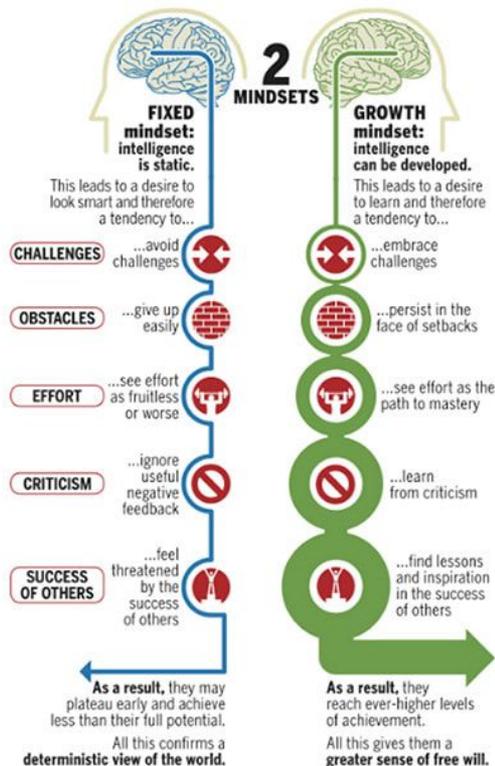
Mer's Bookcase

- [*A New Earth: Awakening to Your Life's Purpose*, Eckhart Tolle](#)
- [*Rest: Why You Get More Done When You Work Less*, Alex Soojung-Kim Pang](#)
- [*The Checklist Manifesto: How to Get Things Right*, Atul Gawande](#)
- [*Dare to Lead: Brave Work. Tough Conversations. Whole Hearts*, Brené Brown](#)
- [*Be a Parent Champion: A Guide to Becoming a Partner with Your Child's School*, Tovi C. Scruggs](#)





What's YOUR SMART Goal?



STEP 2: How do I let go?



Use SMART goals to help you take action on the idea you jotted down for Step 1. Want an example? Check out the [Advanced on Purpose Blog](#).



BE SPECIFIC:

I will check emails less frequently throughout my work day to reduce distraction and get more done within large chunks of time.



WHAT WILL YOU MEASURE:

I will add blocks of time to my calendar for work where I don't check emails or my phone.



ACHIEVABLE BECAUSE:

I rely on my calendar to dictate my day. Syncing to my phone, I'll get reminders to shut down email and put my phone in a different room if needed.



RELEVANT TO:

My strong desire to create work-life balance and focus on one thing at a time to work more effectively and efficiently.



IDEAL TIMING:

For October through December, then revisit for 2020!

STEP 3: Repeat for your other goals.

Acknowledge. Accept. **ADAPT.**

STEP 2: How do I let go?



Use SMART goals to help you take action on the idea you jotted down for Step 1. Want an example? Check out the [AdvancED on Purpose Blog](#).

S

BE SPECIFIC: I will check emails less frequently throughout my work day to reduce distraction and get more done within large chunks of time.

M

WHAT WILL YOU MEASURE: I will add blocks of time to my calendar for work where I don't check emails or my phone.

A

ACHIEVABLE BECAUSE: I rely on my calendar to dictate my day. Syncing to my phone, I'll get reminders to shut down email and put my phone in a different room if needed.

R

RELEVANT TO: My strong desire to create work-life balance and focus on one thing at a time to work more effectively and efficiently.

T

IDEAL TIMING: For October through December, then revisit for 2020!

STEP 3: Repeat for your other goals.

AdvancED Consulting, LLC | www.AdvancedConsulting.org | [f](#) @AdvancedExpert

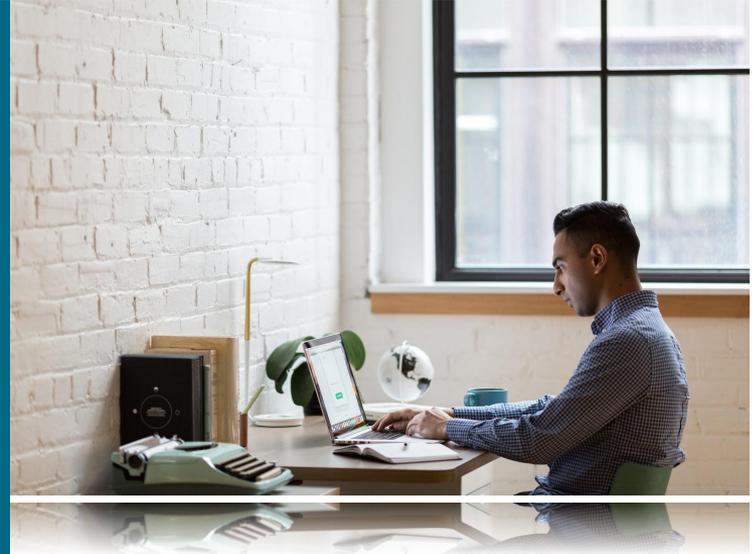
- ❖ *Explore my intersectionalities*
- ❖ *Agendize the next meeting I lead incorporating Objectives & Roles*
- ❖ *Assign someone to agendize team meetings moving forward*
- ❖ *Complete the Gallup StrengthsFinder for myself*
- ❖ *Get the Gallup StrengthsFinder for my whole team*
- ❖ *Attend a DEI meeting*
- ❖ *Join a Commission or Board*

www.advancedconsulting.org/blog/growth-mindset-and-smart-goals-for-professionals

Acknowledge. Accept. **ADAPT.**

Mer's Top 3 Tips for Remote & Team Work

1. Practice **Mindfulness** to combat fear, shame, and ego.
2. Learn how to **Communicate** virtually with vulnerability.
3. Keep yourself more **Organized** than you've ever been before.



Acknowledge. Accept. **ADAPT.**

Mer's Top 3 Tips for Managing

1. Stay **connected** and not just by email.
2. Make your availability **visible** to others, and especially to yourself.
3. Make the work **transparent** to everyone.



Photo Source: #WOCinTech Chat at wocintechchat.com



What will you bring to YOUR team?

1) How many people you invite, 2) what you hope they'll bring to the discussion, and 3) one thing you hope you will take away from the meeting?

Mer's Example:

I would invite 5-9 people, all NCCPC committee co-chairs with at least 1 representing each committee. I hope they will bring their pluses and deltas of how the committees are working this year and we'll take away one actionable recommendation to improve ALL 4 meetings.

WHAT WE COVERED!

Objectives

- ★ Explore how our intersectionalities impact how we SHOW UP.
- ★ Discuss ways that our identities impacts our leadership at work, school, and life.
- ★ Explore how to Acknowledge, Accept, and Adapt to one's strengths.

Agenda

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WHAT'S NEXT?

3:00-4:30 PM Agenda

- I. Introduction & Agenda
- II. Recap of the morning session
- III. Working remotely and in teams
- IV. Managing Down, Up, and Every Which Way
- V. Meaningful Meetings Matter
- VI. Q&A
- VII. Closing & Review of last session

May 25 3:30-5 PM Agenda

- I. Introduction & Agenda
- II. Recap of May 18 content
- III. Open Forum
- IV. Closing

Please complete my Exit Ticket! bit.ly/mer_eventsurvey

What's Next? **But wait, there's more!**

Follow Me on LinkedIn!:

www.linkedin.com/in/meredithdcurry

Check out my resources like Salary Negotiation tools at:

linktr.ee/advancedconsultingmer

Check out my #EdEquity resources at:

linktr.ee/norcalpromisecoalition

A yellow textured sign with a black border and a metal frame, featuring the text "Questions Answers". The sign is mounted on a metal post with four screws. The background is a clear blue sky.

Questions
Answers

Resting is about RESTORATION.

To Restore is about DOING differently so that we are BEING differently. It's about doing something *good* for you.

But it's also about not doing.

~ Tovi Scruggs-Hussein, Ti'ciess





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