



Dickinson

No Going Back: Sharing Lessons Learned About Inclusive Leadership and Inspiring Social Change.

Presenters:

Lou Berends, Dean and Vice President of Academic Partnerships

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Dickinson College

DISCUSSION QUESTIONS:

- What have you learned about yourself and leadership over the last few years?
- How have you changed the way you approach strategic partnerships, diversity, equity, inclusion and justice and change management?
- How do you define **Trust, Self-Awareness, Collaboration, Humility, Courage, Curiosity and Commitment** in the context of your own leadership?
- What has been your greatest success and failure as a leader over the last few years and what have you learned from both?
- What frameworks, theories, ideas are inspiring you and how do you measure your success as a more inclusive leader?



Hope is fundamental to learning and to living.
Hope recruits the imagination, giving us temporary respite from the difficult present while we consider how things might be made different. Research tells us that, particularly during periods of uncertainty, hope tilts us toward action and toward engaging with life—even as we remain uncertain about what will happen next.

Denise J. Larsen

How to Learn and Lead from a Place of Hope

FURTHER RESOURCES:

Brown, A. We are in the Time of New Suns. *On Being with Krista Tippett*. Podcast. 23 June 2022
<https://onbeing.org/programs/adrienne-maree-brown-we-are-in-a-time-of-new-suns/>

Deardorff, D. Exploring Holistic Assessment and Evaluation Using a JEDI Lens. *IIE Networker*. Spring 2022

Inclusive Leadership: Steps Your Organization Should Take to Get it Right. *Center for Creative Leadership*.
<https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/>

Kezar, A., Holcombe, E., Vigil, D. & Dizon, J. Shared Equity Leadership Making Equity Everyone's Work. *American Council on Education & USC Rossier Pullias Center for Higher Education*. 2021
<https://www.acenet.edu/Documents/Shared-Equity-Leadership-Work.pdf>

Larsen, D. How to Learn and Lead from a Place of Hope. AAC&U Liberal Education. 16 July 2020
<https://www.aacu.org/liberaleducation/articles/how-to-learn-and-lead-from-a-place-of-hope>

Parisella, C. The Future of Leadership is Kindness. *Bluenotes*. 15 March 2022
<https://bluenotes.anz.com/posts/2022/03/anz-news-leadership-kindness-culture-business>

Stein, S. Reflection on "Unsetting the University" and Its Call to Responsibility. *Critical Internationalization Studies Review*. Volume 2, Issue 1. 2023 doi:10.32674/cisr.v2i1.5527
<https://ojed.org/index.php/cisr/article/view/5527/2488>

Zheng, L. DEI Deconstructed Your Non-Nonsense Guide to Doing the Work and Doing it Right. Berrett- Koehler Publishers. 2022

SESSION DESCRIPTION:

This roundtable discussion is a recognition that one of the most impactful and inspiring ways we can commit to advocating for social change is to rethink and challenge our own notions of leadership. COVID and the particular social moment we are leading in has challenged us deeply as leaders and we need to realize that there is no going back to how we thought about leadership previously. So, what are the lessons we have learned, the new frameworks we are employing and how are we measuring our success and impact as more inclusive leaders? This is especially poignant for many scholar-practitioners that have been leading and bridging difficult conversations within their own organizations and with long-time staff, faculty and partners at institutions, sites and centers around the world. COVID-19 made it painfully clear that we have a long way to go as international educators, institutions and professionals in recognizing our own power and positionality and how to use the platforms we have as leaders to inspire meaningful change. We recognize that many of us have been struggling to find our way as leaders and that we are still here because we are committed to this work and believe that international education can be a force for positive and equitable change across all the people and communities it impacts. We need to ask both new and old questions and invite more marginalized voices into our leadership circles – and then truly listen to the answers and feedback, so that there can be more collective solutions and implementations. As international and higher education leaders, we must be willing to recognize that we can only inspire real and lasting change, if we are willing to model that change by continuing to learn, adapt and grow ourselves.