Creating a Culture of Inclusion with Neal Lester

Session Feedback
Advanced Leadership Initiative, March 2019

The session was useful and applicable to your development as a leader at ASU:

Did you find this session useful to your role as a leader at ASU? If so, please share your key takeaways. If not, please briefly explain why.

- I have spent a lot of time thinking about the step forward/backward activity. It influences my perception of students with different backgrounds, and it actually has even influenced dialogue with my son. (I have become more conscious of conveying the message that he can be anything he wants to be in this world.) I wish we had more honest conversations like the ones this session prompted. I wish all of my colleagues could do this!

- This was really powerful for me. I shared the ideas with my spouse that evening, in lots of detail. I think this will affect how I look at diversity, and how I attempt to address what we call ‘diversity issues’, for the better.

- This was incredibly powerful, and also a very emotional session for me. Neal really forced us to think about the many different ways that we can be inclusive or (inadvertently) exclusive. Of all the sessions, I think the lessons here will stick with me best. Neal had a way of communicating such powerful lessons in a gentle way.

- This was an interesting session. I enjoyed all of the materials the presenter brought. I appreciated the presenter bringing awareness to our sometimes unknown biases; however I
think it would have been more helpful to have this framed in a different way as to what to do now that we have the knowledge. Maybe providing more strategies for how to be inclusive, how to create a culture, how to hire, etc. which would be more helpful than just bringing awareness.

- All the materials he brought – astonishing and a good way to engage us. I enjoyed his gentle way of engaging us in what can be difficult and/or uncomfortable conversations and ideas. I wished to go deeper and learn more. He made me rethink intersectionality and motivated me to continue learning.

- An incredibly important part of our organization and awareness. I think this also provided time for our group to see and reflect on how we are interacting or welcoming others who are accompanying guests into the group. As we think about the expansions of our team and the growth of our culture, how we lift and highlight our diversity is critical.