

# Emotional Intelligence and Social Justice

## Crescendo Connect Conversations – January 9, 2017

Presented by Anne Phibbs & Kendra Okposo – Office of Equity and Diversity - University of Minnesota

**Dial in Information**

- Tel: 1.302.202.1110
- Passcode: 657872

**Materials for call:**

- Slides Handout

**Call Etiquette:**

- Mute/unmute: 4\*
- Questions: 5\*


**Thank you!**

# Emotional Intelligence and Social Justice

Presented by:

Kendra Okposo & Anne Phibbs  
Office for Equity and Diversity  
University of Minnesota

January 9, 2017



## Getting Started

- What is Social Justice?
- How does Emotional Intelligence connect to Social Justice?
- What is an effective way to integrate Emotional Intelligence and Social Justice into Leadership Development?

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### Getting Started: Definitions & Framing

“Social justice is the view that everyone deserves equal economic, political and social rights and opportunities.”

- National Association of Social Workers

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### Getting Started: Definitions & Framing

*“We have a responsibility to serve, support, and partner with people and communities facing social, cultural, economic, physical, and attitudinal barriers to education and jobs, to promotion and advancement, and to the highest levels of achievement and success.*

*We also have a responsibility to address fundamental issues of bias, discrimination, and exclusion.”*

- Office for Equity and Diversity (OED)  
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### What is an Ally?

An **Ally** is someone who is willing to **pay attention to** – and **take action around** - the social, economic & political **differences and inequities that attend to people** based on distinctions of race, ethnicity, age, class, sexual orientation, gender identity & expression, disability, religious or spiritual identity, and nationality (this is not an exhaustive list).

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### OED's LEAD\* Program

- Develops leadership through mentoring, personal assessment/reflection, educational programming, targeted skill-building through group work, and community building.
- Frames leadership development around understanding ourselves, our communities, and our work in the larger context of equity and diversity.

\* Leadership, Engagement and Development

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### OED's LEAD Program

- **Year 1:** (2014) - Internal OED staff development program (9 participants)
- **Year 2:** (2015) - Opened to entire U of MN community (18 participants)
- **Year 3:** (2016) - Opened to entire U of MN community (28 participants/71 applicants)

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### OED's LEAD Design

Strong Emotional Intelligence (EI) foundation:

- Individual EQ-i<sup>2.0</sup> assessment/debrief for all LEAD participants
- Four-hour *Leading with Emotional Intelligence* workshop, at start of program, developed and delivered by Lisa Griebel, Crescendo, Inc.
- Three, two-hour 'EI check-in' sessions throughout the year.

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### EQ-i<sup>2.0</sup> Model - Emotional Intelligence



Emotional Intelligence is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

- Multi-Health Systems Inc.

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### Why add Emotional Intelligence (EI)?

Social justice work requires:

- Emotional Self-Awareness
- Interpersonal Relationship
- Empathy
- Social Responsibility

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### Successes & Challenges

- Participants appreciate Emotional Intelligence as a key component in the LEAD Program.
- Some participants have requested a more direct connection between Emotional Intelligence and LEAD's social justice focus.
- Emotional Intelligence, as it currently exists, may be limited by its own cultural lens.

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### Moving Forward: Some Questions

- How are EI competencies impacted by our social identities (e.g., race, gender, class, religion, sexuality, disability, etc)?
- How does a lived experience of oppression impact one's ability to stay optimistic?
- How is assertiveness viewed by others and how is it impacted by our gender/our race?
- How might our interpersonal relationships be impacted by transphobia, ableism, racism, etc?

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### What's Next?

- Crescendo Connect Conversation
  - March 6, 2017
- EQ-i<sup>2.0</sup>/EQ360 Certification – Virtual
  - April 2017
- EQ-i<sup>2.0</sup>/EQ360 Certification – Minneapolis
  - June 6 & 7, 2017

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### Contacts

**Kendra Okposo**  
Office of Equity and Diversity  
University of Minnesota  
612.625.3582  
[kokposo@umn.edu](mailto:kokposo@umn.edu)

**Anne Phibbs**  
Office of Equity and Diversity  
University of Minnesota  
612.625.9973  
[phib0001@umn.edu](mailto:phib0001@umn.edu)

**Lisa Griebel**  
Crescendo Inc.  
612.718.4389  
[lgriebel@crescendoinc.com](mailto:lgriebel@crescendoinc.com)  
[www.crescendoinc.com](http://www.crescendoinc.com)

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### Thank You!



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