

RESILIENCE
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North America 2021



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From Allies to Partners

A Foundational Toolkit for Inclusive Leadership

Yulkendy Valdez & Josuel Plasencia



About Our Team



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Featured:



The Boston Globe



**Clients
Include:**



accenture



Our Story



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2014



Now

Introducing the PARTNER Framework



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/ Press pause and empty your bag of coins!

/ Ask questions.

/ Repeat back.

/ Transparently share and tie everything together.

/ New paths are possible!

/ Examine how it went.

/ Remember the iceberg!

Sample Scenario



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Maria is a first-generation college graduate from Peru. She has been looking forward to the transition into the workforce.

It is her first month at the job at your company. During an All Hands on Deck meeting, someone made fun of Maria's accent. English is Maria's second language.

Someone else continues the joke and says to Maria, "oh yeah, you sound like Sofia Vergara from that TV show, very exotic."

As someone on Maria's current client project, you want to speak with her and check in on how she feels.

PARTNER Framework in Action

Press pause (Empty your bag of coins!)	<p>Thank you for sharing this with me! I am going to take a few moments to process what you shared with me.</p> <p>I am a White man from San Francisco, and I have privilege when it comes to building relationships at work. I acknowledge that the workplace experience can be very different for you.</p>
Ask questions	<p>How do you feel about their comments? Have you encountered this situation before? How is your experience at the company in general?</p>
Repeat back	<p>“I am hearing that there is an unsafe work environment here, and you feel your accent is being mocked. Did I hear that correctly”?</p>
Transparently share and tie everything together	<p>As someone who has English as their native language, I understand that I can never relate to your experiences fully. I am going to do my best to help, and I recognize the workplace currently benefits some individuals more than others.</p>
New paths are possible	<p>First, I want to ensure you have a better experience moving forward. It is impossible for me to stop microaggressions and racism from happening. What I can offer is connections to colleagues and leaders at the company to expand your network.</p> <p>Does that sound like a plan? Or would you like me to support you differently?</p>
Examine how it went	<p>Was I helpful to you?</p>
Remember the iceberg	<p>You start to research and better understand the role of language and the experiences of discrimination that Latinx people face in the workplace.</p>

PRACTICE, PRACTICE, PRACTICE

**Activity to help you put the PARTNER
Framework in action:**

<https://bit.ly/PARTNERFRAMEWORK>



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Thank you!

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Contact us!

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