



ERICSA

1963 - 2023

A GEM 60 YEARS
IN THE MAKING

SAVANNAH

60TH ANNUAL TRAINING CONFERENCE & EXPOSITION

MONDAY, MAY 22 - FRIDAY, MAY 26, 2023

Women of Color in Leadership

Panel Speakers:

Tanguler Gray, OCSE Commissioner (Washington, DC)

Paola Castro, Supervising Child Support Attorney (California)

Rosalyn Guy-McCorkle, Esq., Assistant Solicitor, Title IV-Supervisor (Pennsylvania)

Tish Keahna Kruzan, Child Support Attorney (Lac Courte Oreilles-WI)

Moderator:

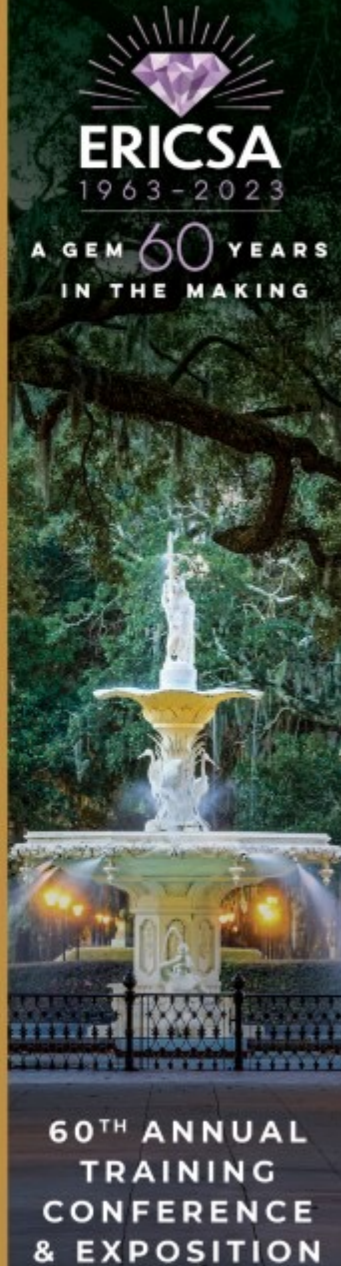
Nicole Windom-Hurd, Assistant Director (California)



SESSION DESCRIPTION

Leaders often face hard decisions, countless obstacles, and tough challenges in a typical workday. This is the same for women of color in leadership positions, although sometimes these hardships aren't just part of the typical workday. Sometimes these obstacles are rooted in systemic racism and sexism.

Our panelists will share their personal experiences in identifying and addressing these challenges. By acknowledging that racism and sexism exists, you can take steps to counter these measures to stay empowered, confident, and lead without feeling bogged down by macro- and microaggressions. Learn how these leaders navigated racist and sexist situations and succeeded by focusing on the positive attributes they bring to the position, including how their cultural backgrounds uplifted them as leaders.



Implicit Bias

A bias or prejudice that is present but not consciously held or recognized.

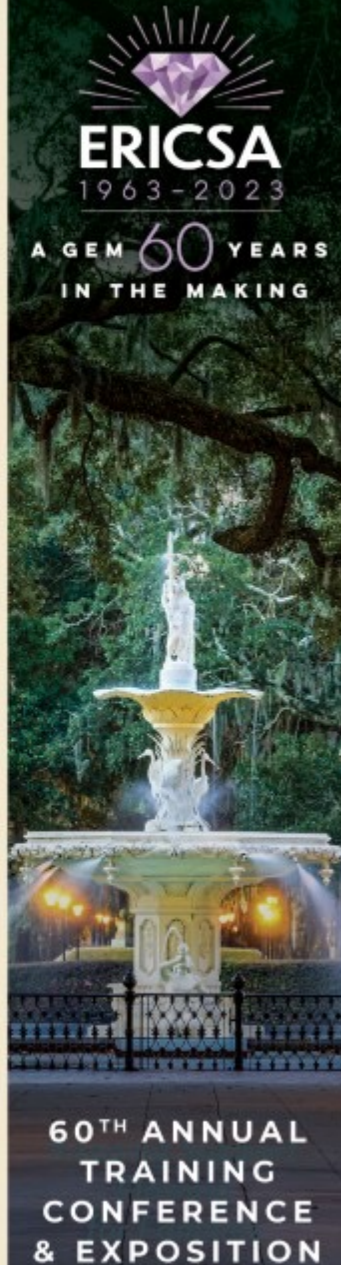
Have you been in a leadership position where you were treated differently than your colleagues? Better or worse? Can you give an example?



Imposter Syndrome

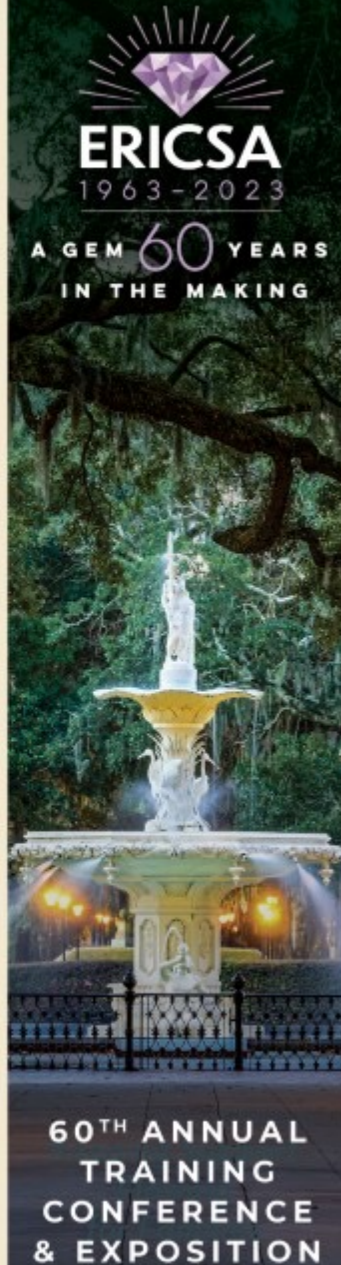
A psychological condition that is characterized by persistent doubt concerning one's abilities or accomplishments accompanied by the fear of being exposed as a fraud despite evidence of one's ongoing success.

Have you ever felt this way and how did you navigate your way through it?



Audience Engagement Activity

Go to www.menti.com/blgwcoxj7wvg



PROVING VS. PERFORMING

PROVING

To establish the existence, truth, or validity of (as by evidence or logic)



PERFORMING

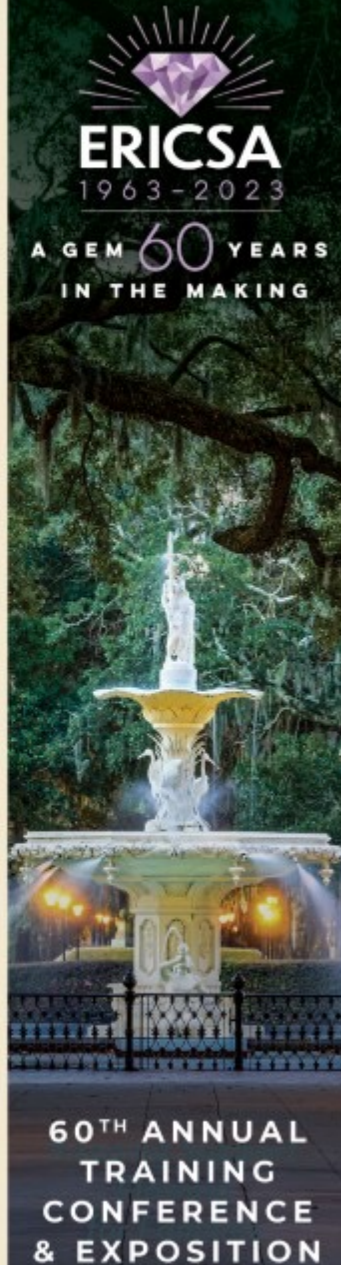
- The execution of an action; the fulfillment of a claim, promise, or request

What's a behavior or trait that you have seen female leaders use?

Self-Care & Balance



What advice would you offer to women of color and women in general who strive to grow as leaders while maintaining balance with life outside of work?



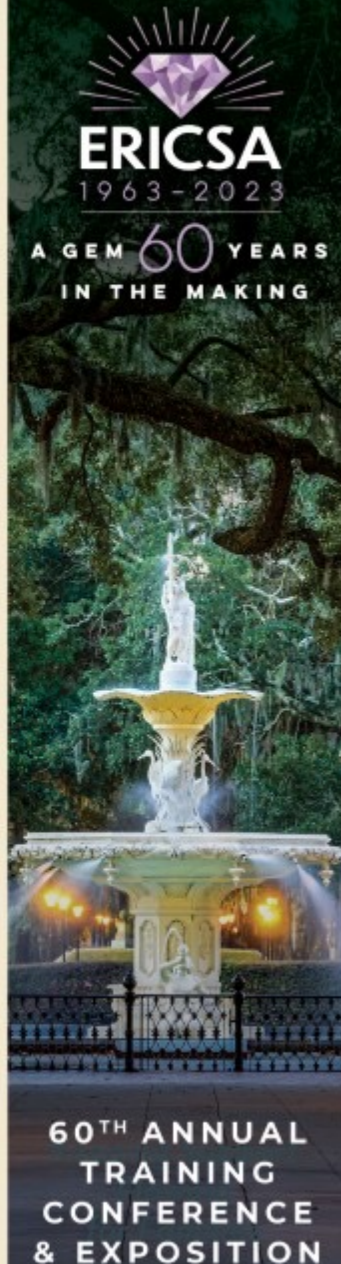
Audience Engagement Activity

Go to www.menti.com and use the code 92 01 56 1

Which of these strategies are most used to advance for women of color?

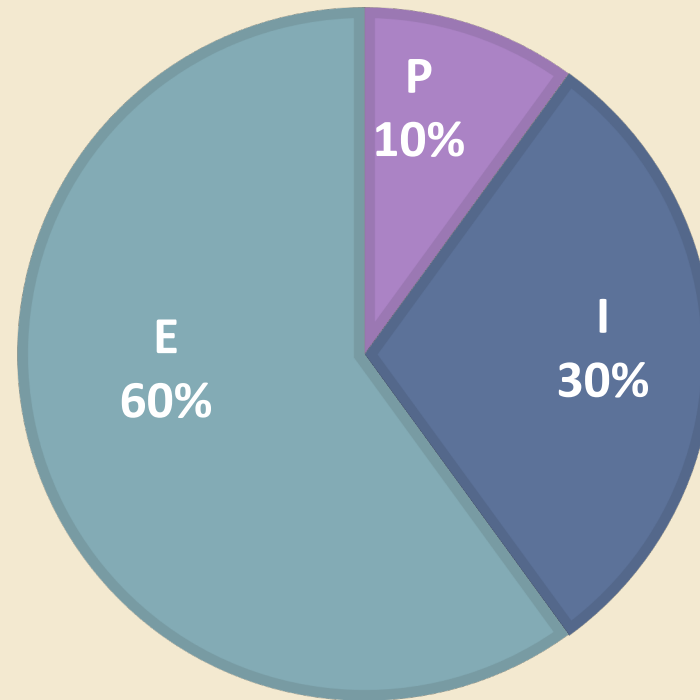
Mentimeter

0 0 0
Image Performance Expsoure



Strategy for Advancement

- Performance
- Image
- Exposure



How can women use these skills to navigate the power structures?

Successful leadership includes a range of experiences.

What do you think is the most significant strength or benefit that women of color bring to leadership?

