

Abstract:

“Developing Leadership for Social Justice: What Can We Do?”

Hosted by Julia Rouse, Trisha Teig and Russell Larrett

Dennish Tourish (2020) provocatively suggested that research metrics have turned academic scholarship into ‘The Triumph of Nonsense’: research that explores issues of low social importance, using language that can only be understood by those on the insides of debates, and with misguided notions of rigour. There were several responses to his article, but no fundamental disagreement. In this workshop, we would like to invite colleagues to reclaim the power of scholarship for social good by putting research to work to develop leadership for social justice and to research ‘what works,’ to develop more socially just leaders and organisations.

In this interactive session, participants will gain insights into three different lenses of integrating social justice leadership practices. The presenters will share their experiences in research, teaching, and community work in exploring masculinities, developing culturally relevant curriculum for Women of Colour, and changing organisations so that ethnically diverse leaders can emerge and thrive. Participants will also examine and share their own opportunities to weave social justice practice into their leadership work. Our workshop is led by three academics pursuing different research projects, but who have found a shared common interest in the practical processes of developing leadership for social justice:

- Professor Julia Rouse has led an Engaged Scholarship Learning Lab and written about combining Engaged Scholarship with Activity Scholarship in Engaged-Activist Scholarship. She is a white researcher leading a project called BOOST that is changing housing associations so that ethnically diverse leaders can emerge and thrive. Julia will share her experience of becoming a white ally and co-designing, evaluating and researching the BOOST programme with stakeholders.
- Trisha Teig is a Teaching Assistant Professor in leadership studies at the University of Denver. She is faculty director for the Colorado Women’s College

Leadership Scholars program, serving first generation college students, Women of Color, and LGBTQ+ students in leadership development. Her research agenda explores gender, race, and leadership development. Trisha's most recent publication, *Rooted and Radiant: Women's Narratives of Leadership* presents over fifty narratives of women exploring, understanding, and enacting leadership. She will share her research in developing and implementing leadership curriculum for underrepresented populations.

Russell Larrett is a PhD doctoral candidate with Ashridge Hult University who operates from within an Action-Research^[1] paradigm that aims to link practice and ideas in the service of human flourishing. His research inquiry is focussed on shining a light on 'What's A Man?' through his orientation as a male leader and mental health first aider in his corporate work and as a facilitator of men's consciousness-raising groups in the community in association with Andy's Man Club (<https://www.andysmanclub.co.uk>) and LeaderBrotherSon (<https://www.leaderbrotherson.com>). These groups encourage men to explore our masculinities together and reimagine what it means to be a man, against the imposition of the socially oppressive male role, and to care more for themselves and others through the exploration of alternative masculinities, towards the flourishing of men.

The workshop will be hands-on. After hearing from us, we'll ask you to reflect on your own commitment to developing social justice leadership and to enter into deepening your self-awareness, consciousness and practice as an academic scholar, researcher, leader, or more simply - human being - who is focused on social change.

Learning Objectives/Description:

In this interactive session, participants will gain insights into three different lenses of integrating social justice leadership practices. The presenters will share their experiences in research, teaching, and community work in exploring masculinities, developing culturally relevant curriculum for Women of Colour, and changing organisations so that ethnically diverse leaders can emerge and thrive. Participants will also examine and share their own opportunities to weave social justice practice into their leadership work.

General notes/key ideas:

Identity, voice, stories, context matters

Speak truth, amplify voices, psychological safety, safety in body, community, etc.

Drive change, consciousness-raising, micro, macro, meta

You have a responsibility to do this work as an academic

What is the implication of your work in this? Whose voices are missing?

Integrate reflexive work in positionality

Presentation Schedule:

MIN 0 – 35 Intro of presenters, what we are doing

- Intro - Julia
 - Presenters share their positionality and professional context (All)
 - Insights from our research
 - Narrative, storytelling, giving for voice
 - Psychological safety
 - Humane connection
 - Directive that this all our work: Charge folks with it is all of our jobs to do this work – tie to the business/moral/ethical context of this
 - Enforce that our workshop will focus on individual and group/organizational levels. There are always structural contexts that need to be considered.

MIN 35 - 100 Separate into groups based on what work you do. Instructor – Trisha researcher - Russell, Organizational focus - Julia (Trisha facilitate getting into groups; each person facilitate their small group)

- Positionality and Work Context Reflection (5-7 min)
 - Ask participants to write a short reflection/positionality statement
 - What is an issue/topic that you see as a challenge in your work?
 - What questions/concerns do you have about doing this work?
 - Group: Short intros of themselves – name, pronouns (if desired), position/role (5-7 min)
 - Pair & Share: Share your positionality statement and response to how this relates to your professional work (15 min)
 - Group discussion based on professional context. (20 - 25 min)
 - What is an issue/topic that you see as a challenge in your work?
 - What questions/concerns do you have about doing this work?
- MIN 100 – 120 Large group discussion/Q&A (Russell facilitate)
- What are the implications and actions for you professionally in integrating social justice leadership in your work? (Reflect, pair & share)
 - Create a word cloud from participant reflections

[1] Action Research as defined by Reason & Bradbury (2008) is ‘a family of practices of living inquiry that aims, in a great

variety of ways, to link practice and ideas in the service of human flourishing. It is not so much a *methodology* as an *orientation to inquiry* that seeks to create participative communities of inquiry in which qualities of engagement, curiosity and question posing are brought to bear on significant practical issues.’