



# Be The Change.

## Resources shared by David Buggs

### Audubon D&I Video

- Audubon's Diversity & Inclusion Summit | 2016
- <https://youtu.be/FKLLAtrzus>

### Six Principles for Leading Adaptive Change.

1. Get on the balcony (Look at the big picture)
2. Identify the adaptive change (Confront the facts (Jim Collins))
3. Regulate distress (Challenge norms / Ask questions)
4. Maintain disciplined attention (Identify distractions, refocus and reframing the issues)
5. Give work back to people (Get other to own the work/ encourage and support)
6. Protect voices of leadership from below (Support those who speak up/Listen to dissenters)

### Are you Culturally Agile?

- When I work on a project, I prefer to work with people from different cultures.
- If conflict arises with others outside of my culture, I am open to different views.
- When it comes to knowing how to cope with cultural diversity, others would say I'm very knowledgeable.
- In my spare time I choose to learn about other cultures.
- When conversing with someone from another culture, I deal successfully with ambiguity and differences.
- In my daily life, I change the way I interact depending on the cultural backgrounds of those in the group.

### Project Implicit

- <https://implicit.harvard.edu/implicit/>