



The University of Kansas

# Supervision Through an Inclusive Lens

**Student Affairs**

Office of Civil Rights & Title IX

April 15, 2025



# Community Guidelines

- Be present and engaged
- Share airtime
- Don't freeze people in time
- Speak from your own experience
- Take the learning leave the stories
- Ouch then Educate



# Connecting to KU

Mission	To educate leaders, build healthy communities, and make discoveries that change the world.
Vision	To be an exceptional learning community that lifts each member and advances society.
Values	Integrity Respect Innovation Stewardship Excellence



# Learning Outcomes

- By the end of the training, participants will be able to:
- Define Inclusive Supervision.
- Name at least four practices that contribute to Inclusive Supervision.
- Recognize barriers to Inclusive Supervision practices.
- Identify and explore opportunities for Inclusive Supervision practices within their work environment.
- Create a personal plan for utilizing Inclusive Supervision practices.

# Activity 1: Work Culture



# Reflecting on Work Culture

What is the work culture at the University?

What is your team's work culture?

# Reflecting on Work Culture

What is the work culture at the University?

- Siloed
- Trying to improve, but progress is slow
- Divided between faculty and staff/double standards

What is your department's work culture?

- Collaborative, strong teamwork
- Concerns heard and validated at unit-level (more than institutionally)
- Sometimes favoritism/hearing from “usual voices”

# Different Types of Professional

- New Professional
- Mid-Level Professional
- Senior-Level Administrator



# The Four Tenets of Inclusive Supervision



# Four Tenets

Creating Safer Work Environments

Cultivating Holistic Development

Demonstrating Vulnerability

Building Capacity in Others

**INCLUSIVE SUPERVISION**

**Creating Safer Spaces**

# Creating Safer Work Environments

## Definition

- Creating safer work environments is all about the supervisor's ability to create and establish an environment where their supervisees feel comfortable and open discussing issues that directly relate to personal identities they may hold.
- This can also mean being open to discussing issues related to the supervisor/supervisee relationship as well as their independent work.

# Creating Safer Work Environments Strategies

- Ensuring everyone's voice is valued equally in a given space.
- Supervisors should demonstrate an ethic of care.
- Being mindful and intentional about helping staff navigate organizational and institutional culture.

# Creating Safer Work Environments

## Considerations

- For all levels of supervision, you may find that you need to spend more time cultivating stronger relationships with some staff members versus others, and you may find that you need to employ certain practices more than others.
- There are considerations for safer work spaces at all levels from graduate students, to new professionals to senior-level professionals.

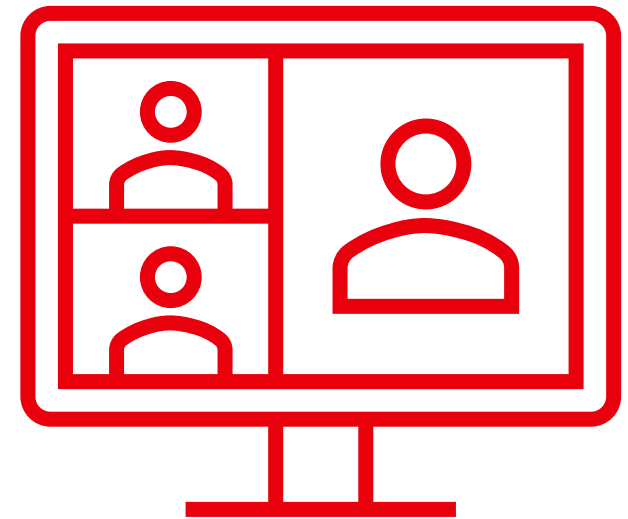
What examples come to mind?

# Creating Safer Work Environments

## Scenario

After a team meeting, Susan (she/her) goes up to her supervisor Sam (they/them), and says that she feels her points of discussion are not being heard during team meetings. Susan shares that it feels as though time is always being cut short and her discussion points are always the ones left out.

What can Sam do to make this a safer work environment for Susan?



# INCLUSIVE SUPERVISION

Cultivating Holistic  
Development

## Creating Safer Spaces



# Cultivating Holistic Development

## Definition

Cultivating holistic development means making an ongoing commitment to viewing your staff not just in terms of their professional identity, but also in terms of their personal identity. Supervisors who practice inclusive supervision make an effort to recognize the unique identities that each of their staff carry beyond simply their professional role in the office.

# Cultivating Holistic Development Strategies

- Create a space in which an individual is able to freely and comfortably bring aspects of their identity into the workplace that allows them to be more of their whole selves at work.
- Welcome and celebrate cultural identity.

# Cultivating Holistic Development Considerations

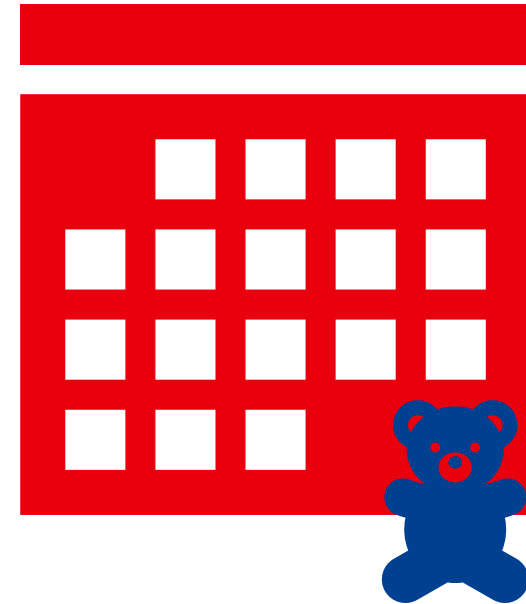
- You can only cultivate holistic development based on what you know both about the individual and the team and understanding what people value in and out of the workplace.
- Working with various levels of employees will mean different things in holistic development. For example, graduate students and new professionals may focus more on developing their interests and hobbies outside of work.

# Cultivating Holistic Development

## Preparing for Pregnancy

Your student hourly Kai (she/her) approaches you and tells you that she is expecting a baby soon. She wanted to let you know that, depending on medical visits and potential symptoms, it may affect her capacity or ability at work. She is letting you know months in advance of her potential due date and is giving you the time to make any accommodations, if necessary.

How can you cultivate a holistic place where she can feel comfortable showing up as her whole self at work throughout her pregnancy?



# Resources – Pregnancy & Parenting

## Office of Civil Rights & Title IX

A starting place to understand the relevant laws, policies, and options.

## Lactation Spaces

14 locations at the Lawrence campus, 1 at Edwards campus, and more at the Medical Center.

## Pregnant & Parenting Resource Pantry

Located in the Kansas Union Room 438

[civilrights.ku.edu/pregnant-and-parenting](https://civilrights.ku.edu/pregnant-and-parenting)  
[opsmaps.ku.edu/](https://opsmaps.ku.edu/)  
[studentengagement.ku.edu/campus-cupboard](https://studentengagement.ku.edu/campus-cupboard)



**Break**





# INCLUSIVE SUPERVISION

Cultivating Holistic  
Development

Demonstrating  
Vulnerability

Creating Safer Spaces

# Demonstrating Vulnerability

## Definition

Demonstrating vulnerability means being willing to admit that you might not know everything. It means being willing to openly take accountability for both your mistakes and your continued learning.



# Demonstrating Vulnerability Strategies

- Acknowledge that you might not know everything about a given subject and be willing to admit it to yourself and those you work with.
- This means being accountable for cultural mistakes and accepting your limitations.
- Admitting your limitations has limited meaning or impact if you do not also seek to learn and grow.

# Demonstrating Vulnerability Considerations

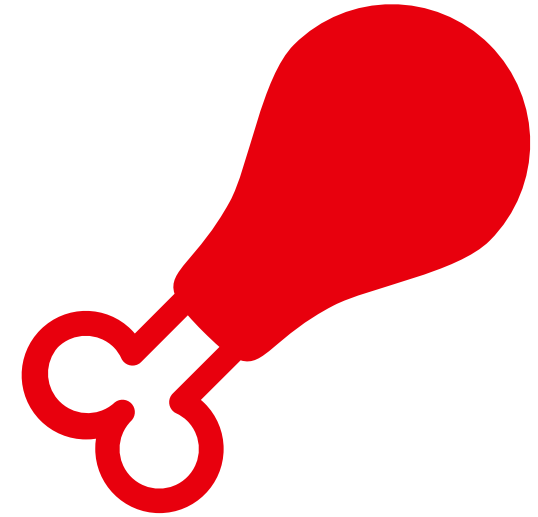
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# Demonstrating Vulnerability

## BBQ Fridays

On Monday, Amir (he/him) seems upset. His supervisor, Tim (they/them) asks what was wrong, Amir told Tim he's been feeling left out of the team because he has never been invited to the team BBQ outings on Fridays. Because Amir shared he was from India during his onboarding, Tim thought Amir did not eat pork or beef, so they never invited him to BBQ Fridays.

**How did Amir demonstrate vulnerability and how can Tim demonstrate vulnerability?**



# INCLUSIVE SUPERVISION

Cultivating Holistic  
Development

Demonstrating  
Vulnerability

Building Capacity  
in Others

## Creating Safer Spaces

# Building Capacity in Others

## Definition

Building capacity in others means actively providing opportunities for supervisees to learn, take risks, and potentially fail.

# Building Capacity in Others Strategies

- Actively and intentionally invite everyone into conversations.
- Give supervisees ways to expand their multicultural intelligence.
- Work to implement inclusive practices in every aspect like day-to-day activities and annual evaluations.

# Building Capacity in Others Considerations

- Help build your supervisees' capacity through intentional evaluations, professional development, and hiring practices.
- Model these practices for new and mid-level professionals to learn from.

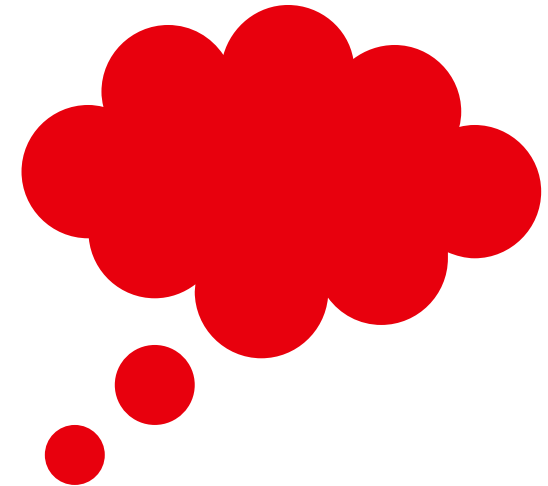
# Building Capacity in Others

## Post-Promotion Ideas

William (he/him) has been in the department for several years, but recently was promoted to program coordinator.

After his onboarding, he tells Lisa (she/her), his supervisor, that he has a few new ideas to revamp a program he now works with.

**How can Lisa help build William's capacity?**





# Barriers to Inclusive Supervision

- Inability to be one's authentic self
- Lack of self-awareness
- Absence of trust
- Lack of preparation

# Wrapping Up



# Thinking Ahead & Making a Plan

Take a moment to reflect on the following questions.

- How will I implement the 4 tenets into my supervision or leadership practice?
- How will I overcome barriers to inclusive supervision?



# Assessment

We sincerely appreciate your feedback.



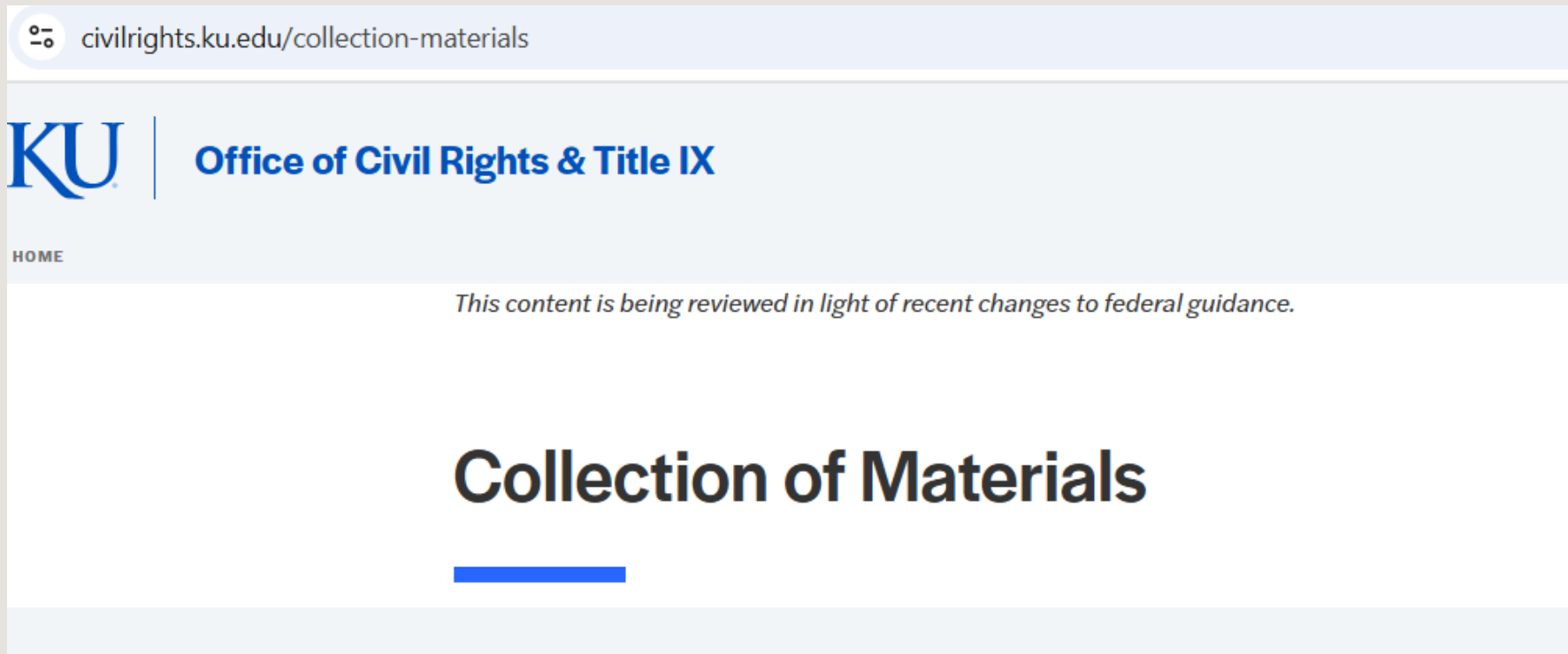


# References & Citations

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- <https://opsmaps.ku.edu/>
- <https://strategicplan.ku.edu/>
- [https:// studentengagement.ku.edu/campus-cupboard](https://studentengagement.ku.edu/campus-cupboard)



# Compliance



# Thank you!

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