



imagine

OCTOBER 25-27, 2022

POWERED BY **ICF** Coaching Education

cultivate



ICF Imagine Conference Integrating Diversity, Equity, Inclusion & Accessibility into a Coach Training Program

**Leadership Coaching Program
Institute for Transformational Leadership
Georgetown University**



Barrhonda White, PCC
Incoming Program Co-Director,
Leadership Coaching Program,
Institute for Transformational Leadership
Georgetown University



Bill Pullen, MCC
Program Director, Leadership Coaching Program
Director, Institute for Transformational Leadership
Institute for Transformational Leadership
Georgetown University

Learning Objectives

As a result of this session participants will be able to....

- Describe the importance of a holistic approach to integrating DEIA into their coach training program
- Identify strengths and development areas within their coach training program
- Develop 1-2 action steps they can take to further integrate DEIA into their coach training program

Diversity

“The existence of variations of different characteristics in a group of people. These characteristics could be everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity (e.g. race, age, gender, religion, sexual orientation, cultural background)”

(Resources.workable.com, 2022).

Equity

Ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression

Inclusion

Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute

Accessibility

Accessible means a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use.

The person with a disability must be able to obtain the information as fully, equally and independently as a person without a disability.

2019 ICF Competencies

Competency 1: Demonstrates Ethical Practice

Competency 2: Embodies a Coaching Mindset

Competency 3: Establishes and Maintains Agreements

Competency 4: Cultivates Trust and Safety

Competency 5: Maintains Presence

Competency 6: Listens Actively

Competency 7: Evokes Awareness

Competency 8: Facilitates Client Growth

Diversity, Equity,
Inclusion &
Accessibility lives in
all ICF Core
Competencies

Action Steps for Integrating DEIA within Coach Training Programs

- Cultivate a compelling DEIA statement
- Evaluate program structure for unintended bias / exclusion
 - Program Advertisement
 - Admission Policies
 - Faculty Representation
 - Curriculum design
 - Inclusive Teaching modalities and facilitation
 - Faculty training and development
- Design an elevation plan for improving DEIA
- Build Buy-In and Support for the plan
- Execute
- Measure
- Adopt a continuous monitoring & improvement agenda

Inclusion Statement

Georgetown's Executive Certificate in Leadership Coaching Program is committed to diversity, equity, inclusion, and respect for all. We the community of staff, faculty, students, and graduates recognize and value the rich kaleidoscope of identities that exists within each individual. We boldly question assumptions and embrace vulnerability to create a welcoming, inspiring, holistic, and joyful learning environment. We embrace our shared humanity as we train and develop leadership coaches who support their leader clients with respect, openness, curiosity, empathy, and wisdom.





The steps we've taken...

- Created a DEI workgroup of faculty and former students (discontinued as the faculty became more diverse)
- Collected data through and alumni and faculty as well as focus groups
- Developed an inclusion statement
- Developed inclusive facilitation guidelines
- Regularly check bias when reviewing and discussing potential students during the application process
- Recruited and developed diverse faculty into teaching and leadership roles
- Reviewed all materials to ensure equity of representation in images, quotes, etc
- Conducted a comprehensive curriculum redesign integrating DEI throughout the program AND creating a module specific to culture and identity in coaching



The steps we've taken...

- Conducted faculty training in bias, accessibility, and trauma informed facilitation
- Include the inclusion statement on all course and program evals and request student feedback
- Acknowledge to students when we are not meeting our DEI goals and/or make missteps
- Have feedback conversations with faculty members and students when they demonstrate language or behavior that is not inclusive.
- Include an "accessibility questionnaire" with the welcome letter in order to understand student's accessibility needs

Where we were...(2016)

- Minimal diversity in faculty or students
- Well meaning but poorly trained faculty resulting lack of sense of inclusion in the classroom
- No discussion about DEIA in the content
- Poor representation of people of color in course materials (readings, images, etc.)

Where we are...(2022)

- Significantly increase diversity in faculty and students.
- Improved awareness and skill of DEI within the faculty
- Include a three day module on Identity and Culture in Coaching
- Some integration of DEI across modules
- Increased awareness of issues related to accessibility
- Better representation of people of color in course materials (images, poems etc.)

Where we are going...

- Continue to attract diverse faculty (Asian, transgender, gender non-binary, etc.)
- Continue to attract diverse students (Asian, transgender, gender non-binary, etc.) - scholarships/financial support
- Better integration of DEI across all modules
- Address issues of accessibility and neurodiversity in coaching
- Continue to seek out diverse authors and materials

What students used to say...

"As I looked around I realized the ethnic diversity and people of color was limited in the class. I also then realized that ALMOST ALL of the instructors were White."

"While our cohort was very diverse, our presenters weren't"

" I felt there was a dearth of diversity in instructors."

"There is a great deal of diversity within the program as related to male/Female inclusion throughout the program faculty, the program is lacking with the inclusion of people of color."

"I would have liked to have spend more time discussing how to coach in a diverse world."

"I thought the course would have benefited from more conversations about dealing with subtle diversity topics that come up in coaching. It is always surprising how an undertone of bias can sneak into coaching conversations."

What students say now...

"I liked that the program brought in diverse faculty and acknowledged it openly when that was not the case for some of the lessons. It was clear that this was a priority."

"I appreciate the candor on challenges related to the whiteness of coaching and the lack of men of color in the profession."

"The cohort selected was the most obvious way of demonstrating your commitment to diversity to me."

"I think Georgetown does a great job of acknowledging and creating a safe space for people of all races, gender identities and ages."

"I have a deeper grounding in the interplay across identity and culture, tools to explore identity and culture with clients, refinement of my own perspective on identity and culture to inform my transformational journey."

"The language used by the faculty, the ideas and concepts, the teaching of bias as a coach and client, the sensitivity and respect shown by each faculty member, and the use of diversity in the pre work we needed to complete for each module were all beautiful examples of how Georgetown strives to create a learning community in diversity."





Reflection:
Please type in
the chat

As a result of this session...

- What is the most impactful insight gained?
- What are one or two things you can do differently in your program?



[coachingfederation.org](https://www.coachingfederation.org)