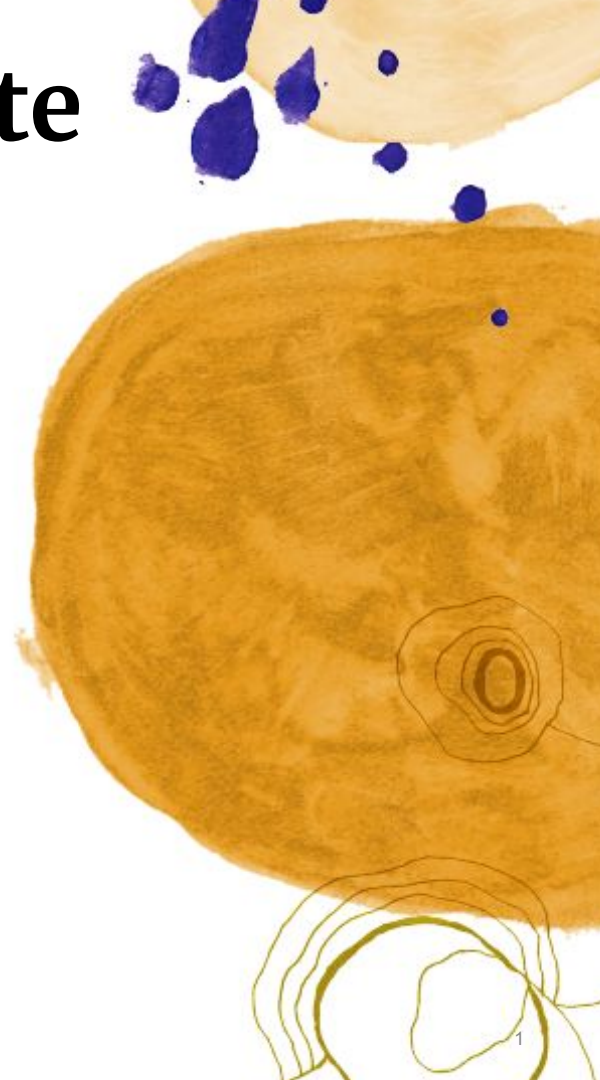


How to have compassionate conversations about

DIFFICULT SH*T

A DEI thought starter
for the LeadDev Community

Curated by
Melissa Andrada (she/her)
@melissaandrada





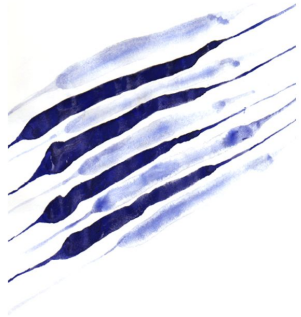
**Strategic Advisory
Workshop Facilitation
Community Art & Healing
Leadership Coaching**

**for a more radically loving
and equitable society**

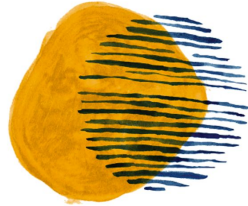
today's humble intention

Share a lived perspective on how to **listen**
and **speak your truth** in a way that
will inspire audiences across the world

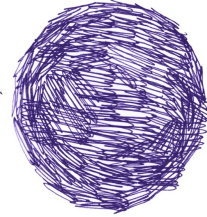
Principles of Allyship



**Proactive
Courage**



**Mindful
Listening**



**Out-And-Proud
Vulnerability**



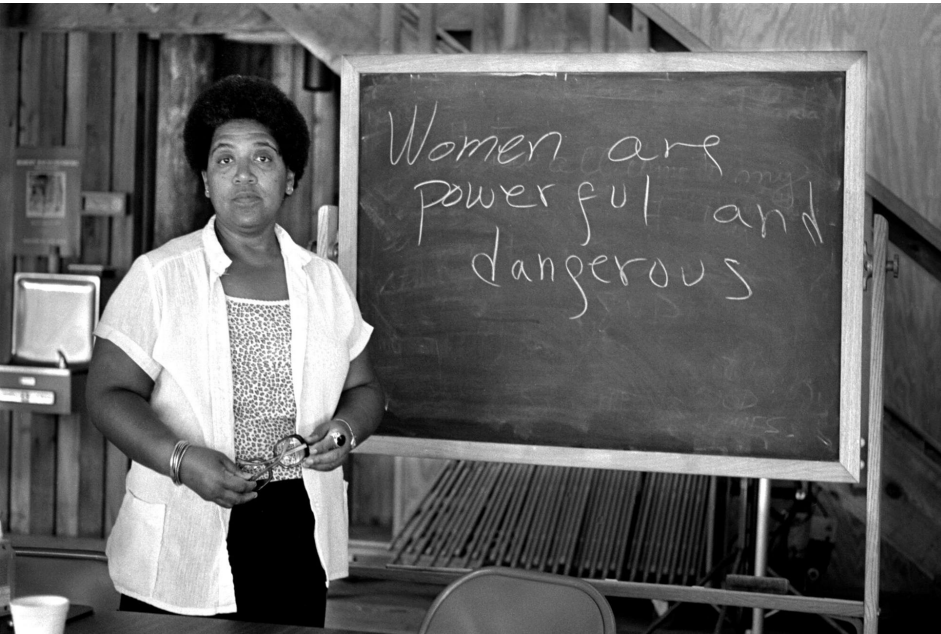
**Sustained
Action**

today's humble intention

introduce a new practice of safety

share a vulnerable story of oppression

give hard-to-hear feedback on microaggression



"Only one thing is more frightening than speaking your truth. And that is not speaking."

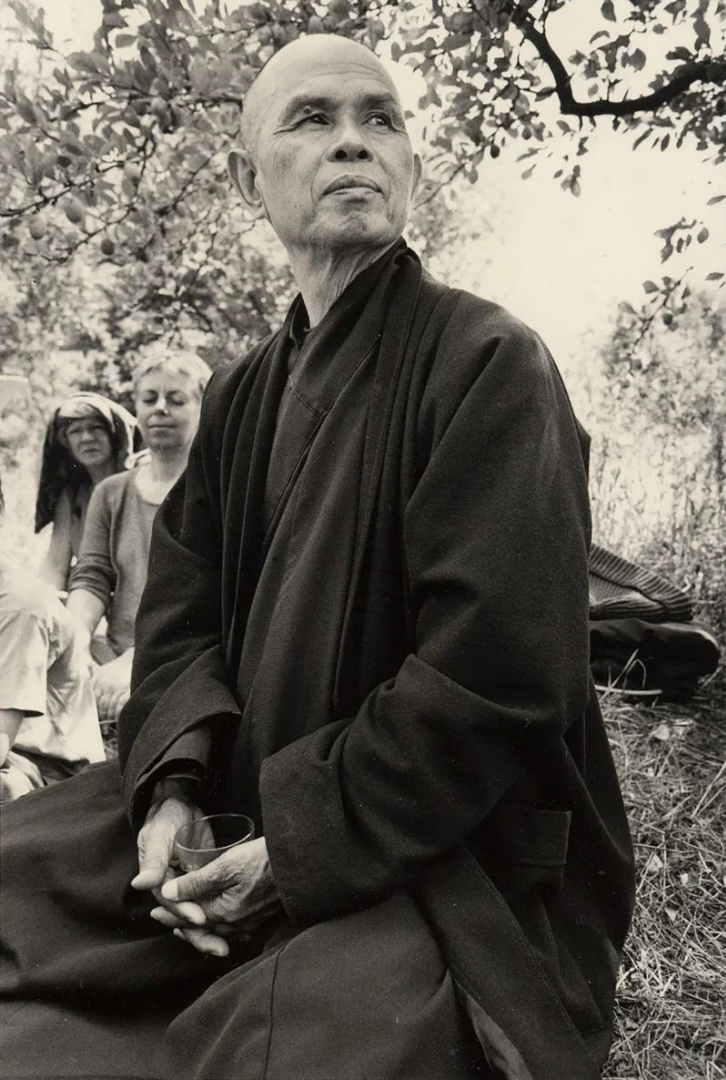
Audre Lorde



I spent most of life not speaking my truth

a queer Filipina American
born in Nigeria who came to Seattle as
an undocumented immigrant

WITH CHRONIC PAIN, DEPRESSION & ANXIETY



“Listening is a very deep practice.

You have to leave space in order to listen especially to people we think are our enemies - the ones we believe are making our situation worse.

When you have shown your capacity for listening and understanding, the other person will begin to listen to you, and you have a change to tell him or her of your pain, and it's your turn to be healed.

This is the practice of peace.”

Thich Nhat Hanh



Meditation

A new practice of inclusion

**How can you introduce an
unfamiliar practice
of inclusion?**

A new practice of inclusion

**How can an aspiring
cisgender ally introduce
pronouns to promote
transgender/nonbinary
visibility?**

**“It's a confusing question
for our team members in
Asia and Africa.”**



**“I don’t know what a
pronoun is.”**



**“I don’t understand
how this ties to the
business objective of
our workshop.”**



The highest performing
teams have one thing
in common:

PSYCHOLOGICAL SAFETY

Google Re:Work Study

Share compelling
data to build a
business case

How can we create a culture of safety?

90% of transgender and gender non-conforming respondents reported that they had been harassed at work or forced to take “protective actions” (like hiding their gender identity)

*2011 National Transgender
Discrimination Survey in USA*

Share
heart-moving
statistics to build a
case for humanity

My name is Melissa,
my pronouns are she/her.

There's an invitation to
share your pronouns to create a
culture of safety.

Use invitational
contextual
language

Role model

We're keen to highlight transgender and nonbinary visibility and be as inclusive as possible. There's an invitation to share your pronouns (for example, she / her, they / them, he / him)

- she/her
- he/him
- they/them
- ze/zir
- Prefer not to respond
- Other...

State the why, offer examples

The right to pass

Em

AI

Breathe

Lean into the
awkwardness and
discomfort

**What are your
thoughts, challenges
and learnings?**

A new practice of inclusion

**How can you share a
vulnerable story of
oppression?**



Meditation

Audience

Who are you speaking to?

Values & Needs

What matters to them? What are their needs, dreams, hobbies and interests?

Triggers & Traumas

What might trigger unproductive trauma or defensiveness?

Compassionate Request

What do you want the group to do?



Compassionate Communication

Audience

Who are you speaking to?

Engineering Leaders in Europe who care about inclusion

Values & Needs

What matters to them? What are their needs, dreams, hobbies and interests?

Innovation & Inclusion,

Triggers & Traumas

What might trigger unproductive trauma or defensiveness at this moment in time?

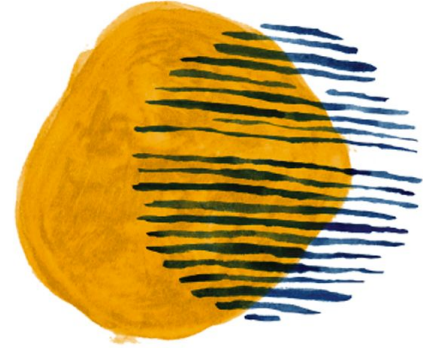
Real unfiltered talk on racism

Compassionate Request

What do you want the group to do?

You're not alone if you don't believe in yourself

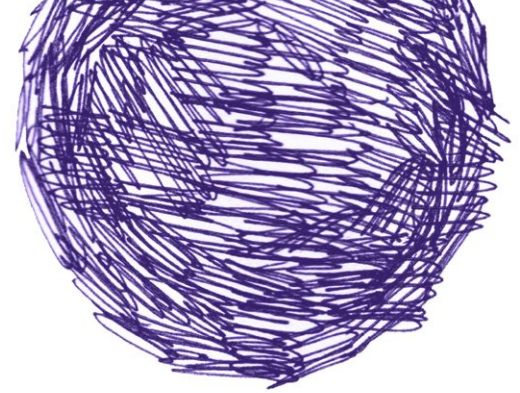
You can support someone to believe in themselves



Compassionate Communication

“A new presenter would be best.

Step off the personal agenda and deliver the content as it's intended. Remove the fluff.”



“They liked *Melissa* but said she could come off as more confident.”

VC in London

I'm not GOOD ENOUGH

I don't deserve to be here
I'm not straight and white
I'm not as extroverted as our CEO
I didn't go to an elite university
I'm afraid of making a mistake
I'm going to get fired
I have to be perfect



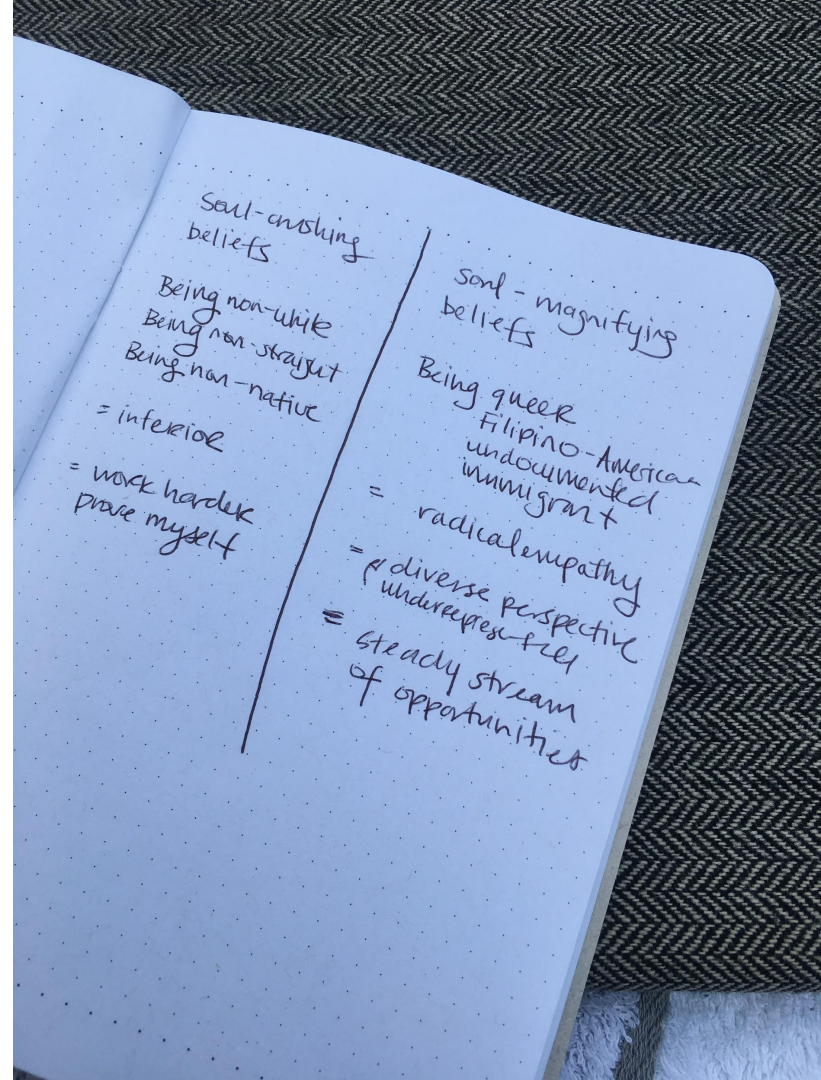
**I spent most of life
trying to fit in**

**a queer Filipina American
born in Nigeria who came to Seattle as
an undocumented immigrant**

WITH CHRONIC PAIN, DEPRESSION & ANXIETY

Loving yourself can mean re-writing your story.

You can transform self-limiting beliefs into soul-magnifying beliefs



When you make yourself feel safe, you make others feel safe



Lwtech • Following
Google Paris



Lwtech • Confidence in a work in progress // @MELISSAANDRADA, Chief Operations Officer, Learnerbly
#lwtparis #lwts summit

118w



Liked by yaweneep and 27 others

JUNE 23, 2017

Add a comment

Melissa Andrade

Confidence is a work in progress

Interactive talk
Thursday 9 November
1-2pm 7th Floor Garage



It's ok to talk about mental health

Everyone should feel able to talk about their mental health and the support they need to feel at ease.



It's ok to not be ok

Most of us experience about 10 mental health symptoms a week. It might last for a few days, but it won't affect your life. However, if you're struggling every day, it's time to talk about it. You're allowed to not be ok.



It's ok to ask for help

It can be difficult when the hardest thing to do is to go to work or school or about a day without a good night's sleep. It's okay to ask for help. You're allowed to ask for help.



**What are your
thoughts, challenges
and learnings?**

A new practice of inclusion

**How can you give
hard-to-hear feedback
on microaggressions?**

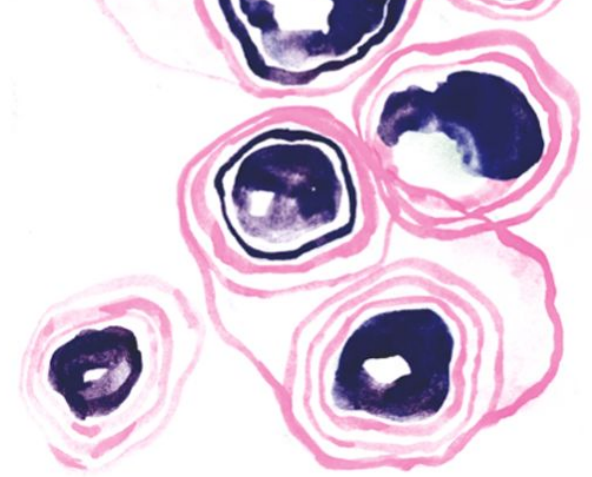


Meditation

Community Agreements for Radical Inclusion

1. Beginner's mind.
2. What is said here, stays here. What is learned here, leaves here.
3. Take space, make space.
4. Understand the difference between intent and impact.
5. Celebrate vulnerability.
6. Embrace growing from mistakes.
7. No one knows everything; together we know a lot.
8. Breathe into discomfort, pause if things get heated.
9. Accept non-closure.
10. Practice self-care.

**“Understand the
difference between
intent and impact.”**



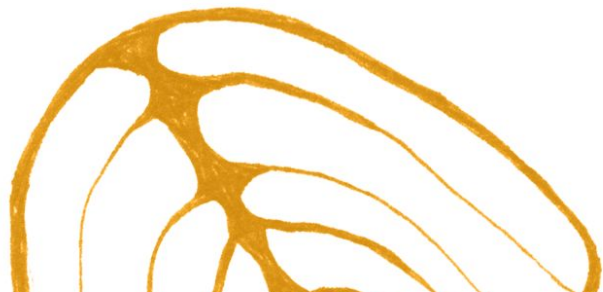
**Co-create community
agreements to promote a
culture of safety and
inclusion.**



Subject: Zoom Tea on Inclusion

“May I share a
compassionate observation
around inclusion?”

Offer a
loving invitation
for feedback



“I say this with love and kindness. I know this wasn’t your intention.

Your words made me feel deeply unseen as a person of colour.”



Use **gentle** language

Describe the **personal harm**



“Why don’t we
pause?”



Breathe into the emotion.
Take a **group break** when
necessary. **Reconvene**
when settled.

**“What can we do to
move forward in the
spirit of respect and
belonging?”**

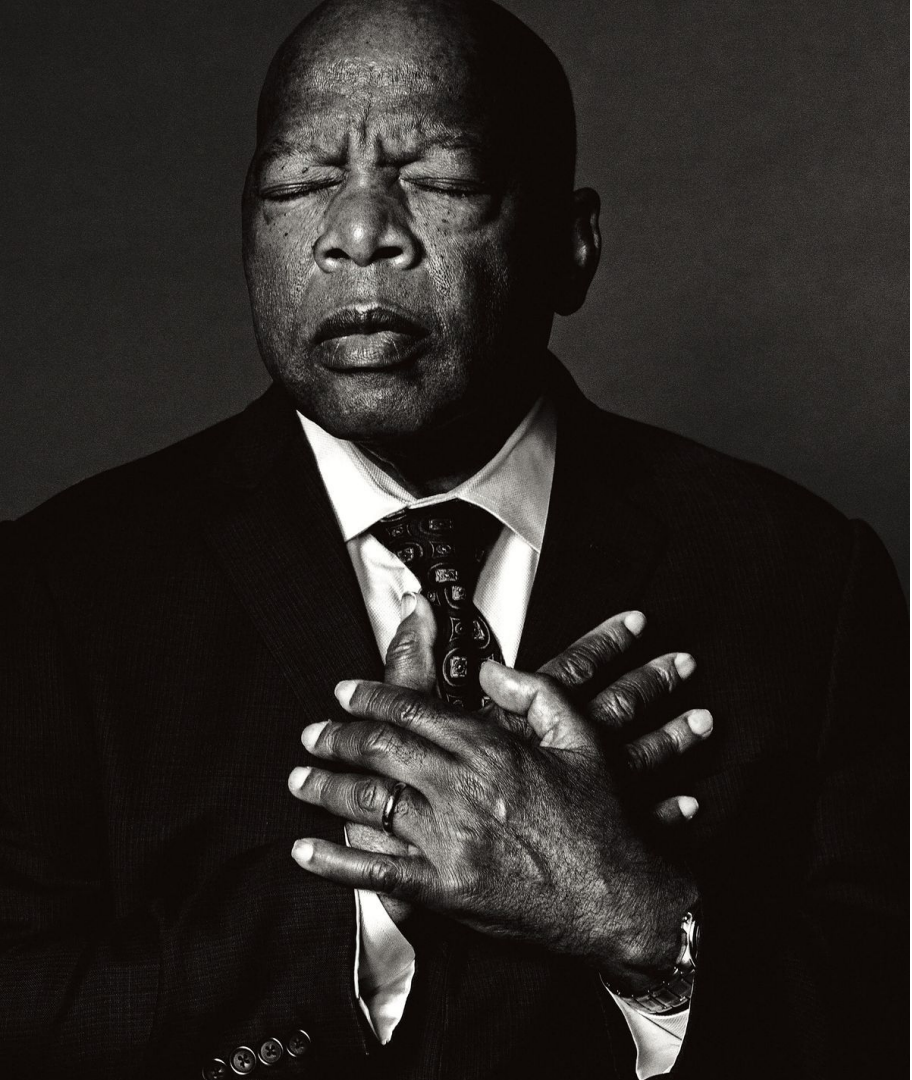


**Creatively and
compassionately brainstorm
shared actions.**



What is your truth?

**What would you say if
you weren't afraid?**



"I urge you to
answer the highest
calling of your heart
and stand up for
what you truly
believe."

John Lewis

**How can you speak
your truth to inspire
people to take
sustained action?**



Let's continue the conversation

mel@melissaandrada.com
[@melissaandrada](https://www.instagram.com/melissaandrada)