

CITY OF MADISON

Supervisor Network- March 16, 2022

Topic: Professionalism

What does it mean to look, act, and be "professional"? After some speed networking, we'll unpack the bias embedded in professionalism standards. We'll also discuss how, as supervisors, we might center belonging instead of conformity at work. Kristy Kumar and Rebecca Hoyt from the Department of Civil Rights are our guest facilitators.

Agenda

1. **Introduction & Networking Breakouts** (15 minutes)
2. **Discussion: Professionalism** (40 minutes)
 - How has professionalism impacted your ability to be your best self at work?
[Respond to poll](#) (Can also go to PollEv.com and enter CityofMadison)
 - [Watch video:](#) Tashara Parker on Professionalism
 - Reflective Dialogue: Kristy & Rebecca discuss professionalism
 - Breakout Discussion (10-12 minutes)
How might you (further) take what we shared into your supervisory approach?
3. **Give us your feedback!** (5 minutes)
[Take our survey](#) and let us know what you think about this month's gathering.
4. **Optional: Continue the discussion or linger in the "hallway"**
Instead of closing the Zoom right away, we'll have options for you to linger if you want.

[View the slides.](#)

Community guidelines for this gathering

- Create space for multiple truths
- Self and community care
- What is offered is by invitation, not demand
- Make space, take space
- Assume best intent, attend to impact
- When the going gets rough, turn to wonder
- We are accountable for ourselves
- Feedback is a learning opportunity
- Speak from your own experiences

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Additional Resources

Read

- [Inside the movement redefining and resisting professionalism](#) by Meera Navlakha, *Mashable*
- [Professionalism is a bias-making machine...](#) by Drake Baer, *Business Insider*
- [The bias of professionalism standards](#) by Aysa Gray, *Stanford Social Innovation Review*

Listen

- [Authenticity at work is a trap](#) with Jodi Ann Burey, *For Colored Nerds*
- [Whiteness + Capitalism = Professionalism](#) with Darrie Matthew Burrage, *Humanize*

Watch

- [\(Be\)coming Professional](#) - Lakeya Omogun, TEDxUTAustin

Continuing the Conversation

You may want to reach out and talk to someone further about today's topic.

- [Employee Assistance Program \(EAP\)](#)
Confidential support and management consultations
- **Affinity Groups**
Connect with others who share identity. Contacts below can add you to their email lists and meeting invitations.
 - Disability Resource Group- [Rebecca Hoyt](#)
 - LGBTQ+ Social- [Garrett Tusler](#)
 - BIPOC Care Team- [Kristy Kumar](#), Tariq Saqqaf, Martha White & Arlyn Gonzalez
- **Connect with our facilitators**
Kristy and Rebecca both welcome follow-up conversation.
 - [Kristy Kumar](#), Racial Equity and Social Justice Division Manager
 - [Rebecca Hoyt](#), Disability Rights and Services Specialist