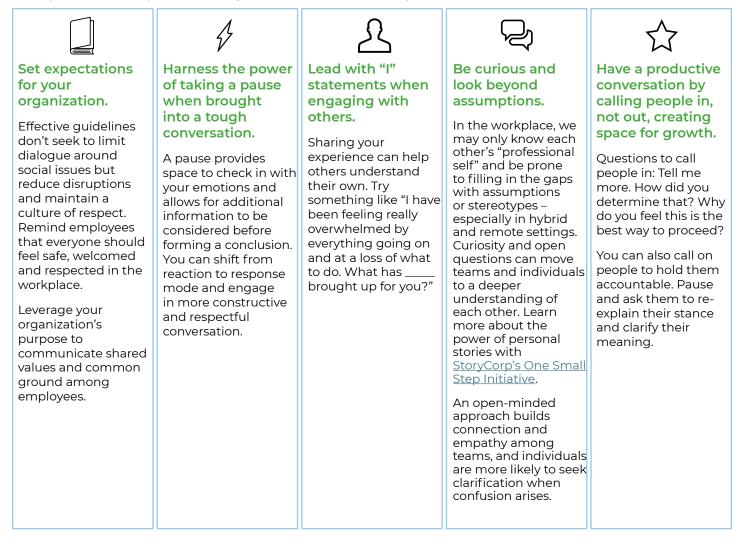
## B:CIVIC COURAGEOUS LEADERSHIP CALLING PEOPLE IN

In times of polarization, organizations must navigate complex internal and external landscapes. Employees may bring their stress and opinions around current events into the workplace. Dialogue is a potential catalyst for growth and understanding and can lead to productive outcomes. Use the recommendations below to navigate these conversations with optimism and respect – and see your teammates more clearly.



This resource references work from: <u>AWARE-LA</u> | <u>Building Unity: How Corporate Purpose Can Guide Companies</u> <u>Through Polarizing Times, Carol Cone On Purpose</u> | <u>The Power of Positive Intent, Emergenetics</u> | <u>Don't Call People Out –</u> <u>Call Them In, Loretta J. Ross</u> | <u>How to Manage Political Discussion in the Workplace, SHRM</u> Thank you and credit to the above authors.

B:CIVIC, an affiliate of the Denver Metro Chamber Leadership Foundation, empowers organizations and their people to build stronger communities. B:CIVIC provides a community where you can access connections, expertise, trainings, tools and inspiration around CSR and ESC. We've been growing an ecosystem where companies are better equipped to address both community and social issues that are critical in Colorado since 2014. The mission of the <u>Denver Metro Chamber Leadership</u> <u>Foundation</u> is to educate and inspire people who want to make a difference as leaders in their community. The Leadership Foundation has built strong, diverse leaders for more than 40 years. Our goal in every Leadership Foundation program is for participants to gain the knowledge, network, skills and experience to enhance their impact. How you work matters as much as what you do, which is why our community values – Colorado's Civic DNA<sup>™</sup> – are part of every program.

