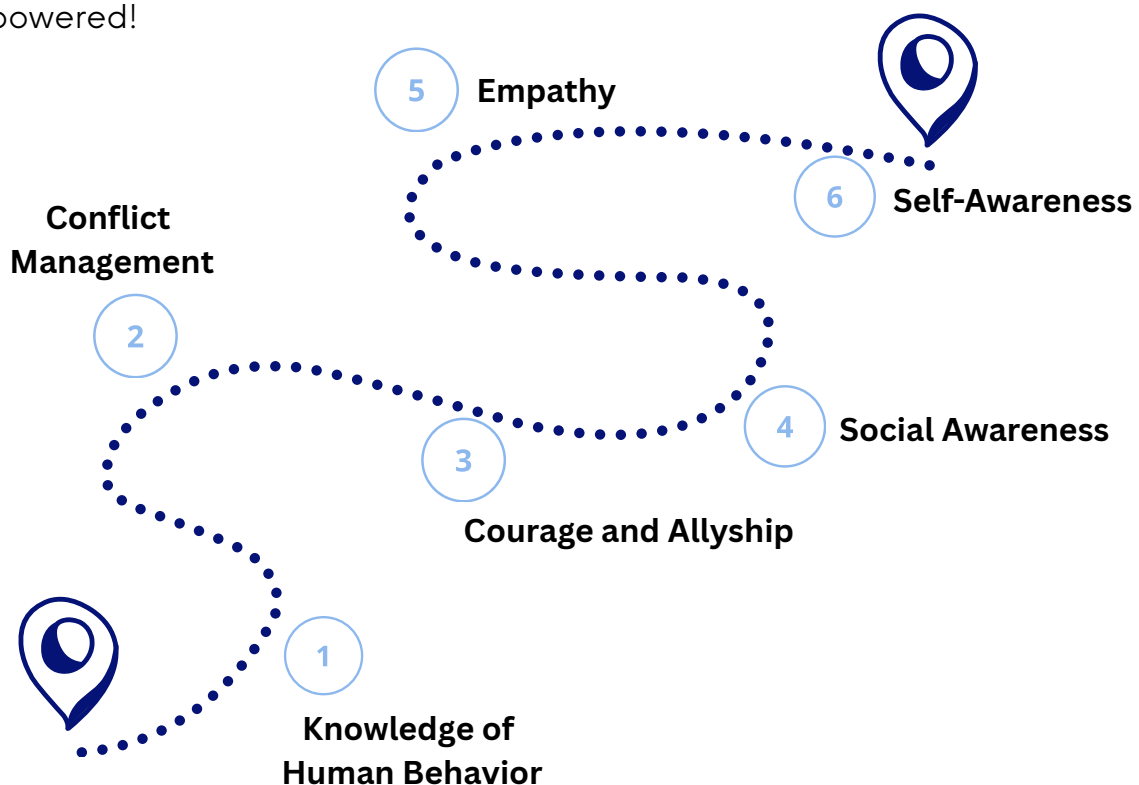


# 6 Things You Need When Leading Marginalized Employees



Leading marginalized employees takes more than good intentions—it requires awareness, empathy, and strategy. Below you'll find key mindset shifts and practical tools to help you support your teams, de-escalate harm, and create psychologically safe spaces where everyone can thrive.

Start building a workplace where marginalized voices are heard, protected, and empowered!





## 6 Things You Need When **Leading Marginalized Employees**

### Human Behavior

People rarely are the same person with everyone they interact with.

Understand that people bring their beliefs and assumptions to the workplace and treat others accordingly.

Acknowledge that some of your peers do treat others poorly based on these assumptions and stereotypes.

### Conflict Management

Leadership requires you to be able to manage conflict effectively and hold your peers and employees accountable when necessary.

You will need to know how to spot and manage bullying and manipulation, and to understand the undercover politics that undermine your employees' success.

### Courage & Allyship

Your role as a leader is to provide a physically and psychologically safe working environment for all of your peers and employees- not just the ones you like or are comfortable with.

### Social Awareness

Awareness of how the treatment you receive and the experiences you have are the result of unearned privileges (and not necessarily because you're awesome, even when you are) is important in understanding and responding to the experiences of others.

### Self-Awareness

Self-regulation includes awareness of your triggers, feelings and beliefs and being intentional about how you respond to them.

Do you function on autopilot, automatically resorting to old beliefs and assumptions when faced with difficulty?

### Empathy

When your marginalized employees bring experiences to you, understand the nuances of what happened, and why the experience was significant for them. Then, offer your support (and take accountability as noted above) in helping them to hold others accountable for their actions.