

A large, thick teal line forms an abstract, swirling shape that resembles a dragon's head or a stylized 'S' on the left side of the page. The line starts at the top left, curves down and left, then loops back up and right, ending in a jagged, pointed tip on the right side. The background is a light gray gradient.

Stepping Stones from Diversity Learning to Equitable Actions

Befriending Dragons

Cindy Gross

Befriending Dragons

– Cindy Gross

Be

Ex-techie.

Generative Coach.

Adaptive Community Leader.

Founder of Befriending Dragons.

Do

Befriend our internal dragons.

Nurture equitable anti-bullying, anti-racist cultures via coaching partnerships with tech leaders on their own personal culture change journeys.

Speak up. Speak out. LISTEN. Regain our voices, uplift marginalized voices.

Be big. Stay big.

Lead with empathy and an intersectional social equity perspective.

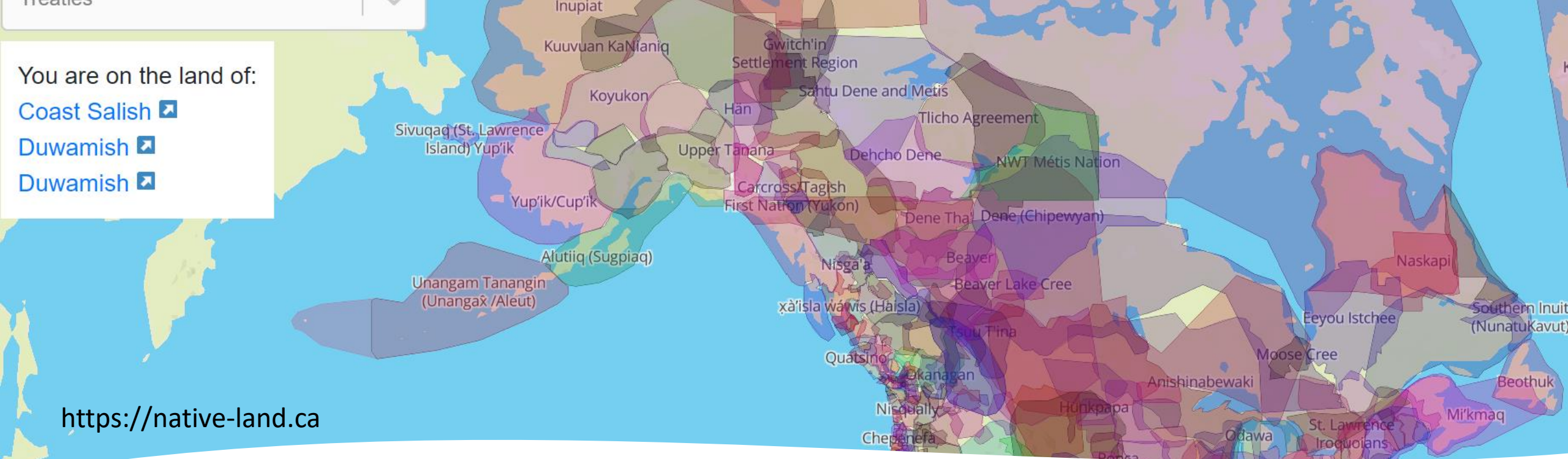
Have

Stronger, better, more innovative tech with a workforce that reflects the global population.

The change and impact you want to have in the world.

Products that reduce bias and increase equitable outcomes.





<https://native-land.ca>

Land Acknowledgement

Cultural Humility

Commitment to BE & DO better

Expand our sense of community

Our future is rooted in our history

Racism is systemic, unequal distribution of power and resources on the basis of race to uphold white supremacy.

Example @ <https://cindygross.medium.com>



White Male Bars

Bars shaped like the people in power now

Confidence



Passion



Work Ethic



Risk Management

#AntiracistEconomist

Guiding Principles:

- Tech is Not Neutral, Nor is it Apolitical
- Intention without Strategy is Chaos
- Lack of Inclusion is a Risk/Crisis Management Issue
- Prioritize the Most Vulnerable

@KimCrayton1

Pending Message More...

Kim Crayton · 2nd

Antiracist Economist [She/Her]~ Because We Must Stop Profiting Off Anti-Blackness ~ #ProfitWithoutOppression ~ Join the "Kim Crayton's Community Cafe" Discord Server (discord.gg/yPqnEuq5me)

Kim Crayton LLC

Walden University





What Story Are You Telling Yourself?

Question the
Narrative

Who is centered

What are the power dynamics

Examine other truths

Tell a different story



New Stories

People

Equity focus = company survival

Envision a place where people are safe to be authentic

Retention > pipeline/hiring

SEE the people around you

Power of Three

Equity > Equality

Go beyond food, festivals, and famous people

Create access

Tech

Sensitivity / Cultural Reviews

Ask how your product will impact various populations

Design for one

Data collection

Look for the biases in your data and the algorithms built on that data

Act





HOME STORIES SCHEDULE BIAS IN REMOTE WORK IT'S NOT A LITTLE THING RESOURCES BLOG CONTACT

Let's Stay in Touch

Cindy Gross

Pronouns: She/Her/They
Pronunciation: SIN-dee Grōs
#BlackLivesMatter #MeToo

Connect on social media:



Schedule time with Cindy

Subscribe to email

Check out our latest [newsletter](#).



FOLLOW BLOG VIA EMAIL

Enter your email address to follow this blog and receive notifications of new posts by email.

Enter your email address
Follow

INSTAGRAM



@CINDYGROSS ON TWITTER

Tweets by @CindyGross

