



Catalyst Empowerment Summit Calling Folks In: Driving Change Through Conversation & Listening

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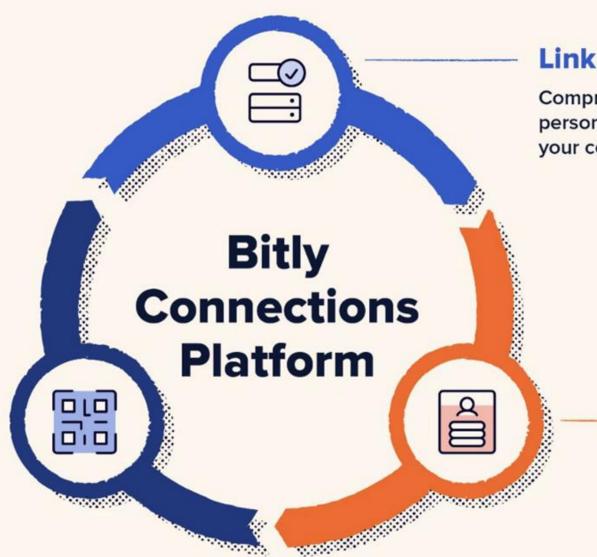
Scan to Connect.



Scan to Learn.

#### **QR** Codes

An end-to-end solution for the design, delivery, management, and tracking of QR Codes.



#### **Link Management**

Comprehensive solution to personalize, share and track your content links, at scale.

#### Link in Bio

Curate, customize, and track all links and landing pages, without leaving the Bitly platform.





# The whisper of your organization

• A subtle signal that requires your attention

• What are you missing?

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# The Power of Conversation

Create meaningful connections Share of knowledge and differing perspectives Create a space for vulnerable emotions Source of support and validation Tool for problem solving and decision making Gives folks a voice to express their needs

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# Calling Out vs. Calling In



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### **CALLING OUT**

- Need to interrupt in order to prevent further harm
- Often done in public or in front of others
- May feel uncomfortable or awkward
- Let's people know their behaviour is unacceptable and won't be tolerated

#### CALLING IN

- Seek to understand and listen first
- You see an opportunity to explore deeper and find a mutual sense of understanding across difference
- Focused on reflection instead of reaction
- Often done in 1:1, private environments where you're able to discuss openly

"when you ask people to give up hate, you have to be there for them when they do."

- Rev. C.T. Vivian (MLK's field general)



# Deep Listening

- Come with an open mind, ready to learn and grow
- Let go of your assumptions about the other person
- Pay attention to verbal and nonverbal cues
- Seek to understand, rather than respond
- Be present and attentive
- Ask intentional follow up questions



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### Through prioritizing employee well-being, companies create a culture of...

- → Increased productivity
- → Creative and innovative thinking
- → Increased employee engagement
- → Increased retention rates
- → Healthy work/life balance
- → Positive company reputation





By employers prioritizing mental health practices, it sends a clear message to employees that their well-being is valued. This creates a supportive, inclusive work environment where there's a healthy work life balance, reduced stress levels, and increased productivity.

Positive employee well-being can result in job satisfaction and better retention rates.

# **Rejuvenation Practices**



### Sacred mornings



### Reading



## Exercise



**Spiritual practice** 



## Meditating



### Journaling







## **Mental Health Tips:** Practice gratitude Connect with family and friends Healthy sleeping habits Stay hydrated Set goals and create action plans Get some fresh air