

**SEMESTER:** Spring 2022

**COURSE NUMBER:** UGBA 192T.004

**COURSE TITLE:** Equity Fluent Leadership: The Value of Inclusion & Diversity

**UNITS OF CREDIT:** 3; **Mode of Instruction:** In Person

**INSTRUCTOR:** Francesca LeBaron

**E-MAIL ADDRESS:** Francesca\_lebaron@berkeley.edu

**MEETING DAY(S)/TIME:** Mon/Wed 11-12:30 pm, Chou Hall N300

**PREREQUISITE(S):** None

**CAREER FIELD:**

- This course is useful for anyone whose success depends on creating business value, attracting top talent, managing high-performing teams, driving innovation, and becoming a better leader and human.
- The course is most relevant for those who desire to create and thrive in a diverse workplace and are curious about the lived experiences of others.

**CLASS FORMAT:** A live consulting project with a corporate client (you will bid on projects that I source and present), as well as a mixture of lectures, in-class activities, readings, and speakers.

**REQUIRED READINGS:** Readings will include a choice from a selection of books; all other readings and cases will be posted on bCourses.

**BASIS FOR FINAL GRADE:** *50% of your final grade will be your consulting project, and 50% a mixture of papers, a personal leadership strategy and participation.*

**ABSTRACT OF COURSE CONTENT AND OBJECTIVES:**

*This course prepares Equity Fluent Leaders to ignite and accelerate change. Equity Fluent Leaders understand the value of different lived experiences and courageously use their power to address barriers, increase access, and drive change for positive impact. The course content focuses on business opportunities and solutions that create value for the company and for society. We will address gender, race, ethnicity, socio-economic status, disabilities, and sexual orientation/ identification. You will leave understanding best practices for creating an inclusive workplace and preparing a plan for your own personal equity fluent leadership journey. The course uses a combination of data, cases, and experiential tools to increase inclusion and diversity in the workplace. You will design an EFL consulting project with a pre-selected group of companies, in which you will work to solve high-visibility EFL challenges or to recognize EFL opportunities.*

**BIOGRAPHICAL SKETCH:**

*Francesca LeBaron is an inclusive leadership practitioner, executive coach, DEI consultant and mediator. She serves as an executive coach for startup founders in partnership with UC Berkeley Skydeck and is a member of the Skydeck DEI Advisory Council. She also serves as a mediator, conflict coach and restorative justice practitioner for Alameda County. She is an executive storytelling coach for Johnson &*

*Johnson's leadership team in Beijing & Shanghai, China and has served as a speech coach for Haas conferences, including HaasX (Haas' version of TedTalks) and the Women in Leadership Conference. Before receiving her MBA at UC Berkeley Haas, she was a Senior Strategy Consultant at Accenture where she worked with organizations such as the United Nations, Nike, NetApp, Kaiser Permanente, and Cisco.*