Strategies for Equity Fluent Leadership
Self-awareness, skills and courage

A critical component of developing into being the most effective "Berkeley Leader" is what we call “Equity Fluent Leadership.” Equity Fluent Leaders understand different lived experiences and intentionally use their power to address barriers, increase access, and drive change for positive social impact. Equity Fluent Leadership is a journey, and we are excited to give you the opportunity to advance your knowledge and skills along this path.

Before we can understand another person’s lived experience, we have to first re-understand our own. This includes understanding our core values, our power and privilege, how we can bring more of our whole selves to work and empower others to do the same.

While many can describe what good “equity fluent leadership” looks like, far fewer understand the actual skills and behaviors that enable us to be effective and influential, as well as connect with the humanity and dignity of ourselves and others. This requires foundational self-awareness, empathy and interpersonal skills, and strategies for building psychological safety—both one-on-one and in diverse groups.

About Kellie McElhaney

Kellie McElhaney is on the Berkeley Haas faculty as a Distinguished Teaching Fellow and the Founding Director of the Center for Equity, Gender and Leadership (EGAL).

Launched in November 2017, EGAL’s mission is to educate 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. McElhaney helped develop the equity fluent leadership concept and teaches it across the country and around the world.

In 2003, McElhaney founded the Center for Responsible Business, solidifying corporate responsibility as a core competency and competitive advantage for the Haas School. Haas was rated #1 in the world for corporate responsibility by The Financial Times. She received the Founder and Visionary Award at Haas in 2013 for this work.

McElhaney wrote a book entitled “Just Good Business: The Strategic Guide to Aligning Corporate Responsibility and Brand.” She writes case studies of companies who are investing in women and equity-fluent leadership (Wal-Mart, Gap, Inc., Boston Consulting Group, Zendesk), and conducts research in the area of equal pay, conscious inclusion, equity fluent leadership, and value-creating strategies of diversity and inclusion.

McElhaney consults and keynotes for Global 1000 companies and organizations all over the world on her areas of expertise, and has a TED talk. She is the mother of two incredibly strong teenage daughters.