

# Leading With Equity in Uncertain Times

*Inclusive Leadership That Builds Trust During Change*

## Session Overview

This session explored how equity shows up in everyday leadership behaviors—especially during periods of change, uncertainty, or organizational transition. Participants examined how trust is built (or eroded) not through statements or intent, but through systems, decisions, communication, and consistency. Inclusive leadership was positioned as operational, observable, and directly tied to how leaders manage information and apply processes fairly.

## Why This Matters Now

In today's workplace, employees are watching actions more than language. During moments of uncertainty—reorganizations, policy shifts, leadership changes, or growth—trust becomes fragile. Equity-centered leadership provides stability, credibility, and psychological safety when certainty is not possible.

## Defining Equity in Practice

Equity shows up in:

- Decision-making
- Access to information
- Consistency in systems
- Who benefits and who bears risk

## Key Themes & Insights

- Equity is behavioral, not abstract
- Systems communicate organizational values
- Invisible leadership work matters
- Inconsistency increases organizational risk

## Inclusive Leadership in Practice

Leaders strengthen trust by explaining the 'why,' following documented processes, naming uncertainty honestly, making fairness visible, and inviting open dialogue.

## The 7 Acts of Inclusive Leadership

1. Deepen self-awareness
2. Foster social awareness
3. Listen to understand
4. Create meaningful connections
5. Make a visible impact
6. Lead with courageous vulnerability
7. Invest in inclusion

## Reflection & Application

Participants identified:

- One leadership behavior to model
- One system to improve
- One way to make fairness more visible in their role

## Key Takeaways

Equity is demonstrated through daily leadership behaviors. Systems—not statements—build trust. Documentation is leadership. Trust requires clarity, consistency, and intention.

## Closing Thought

Leadership doesn't require certainty—only fairness, clarity, and follow-through.

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