

# Leadership Development Tips for BIPOC Students: Promotion, Retention and Building Strong Support Systems

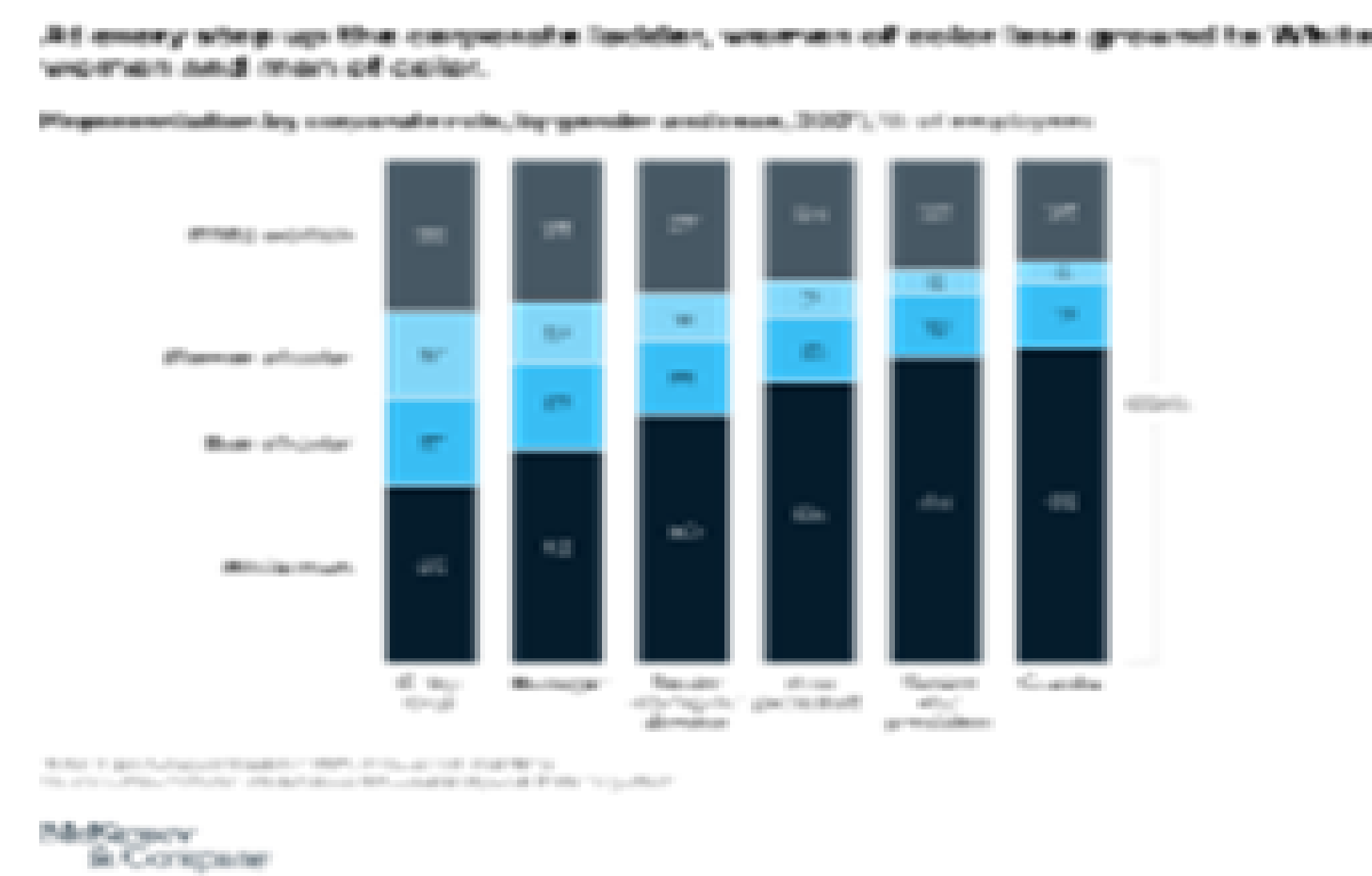
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## INTRODUCTION

Focusing on diversity, equity, inclusion and belonging (DEIB) makes companies/organizations stronger and delivers impactful employee experiences

Improving safety & belonging in the workplace is a game-changing element critical to retaining diverse talent and training them for leadership roles



## OBJECTIVES

- To describe planning and preparing for senior graduate level management / administrative students with a goal of transitioning into a leadership position
- To define support students to gain skills for leadership roles (future or current)
- To increase self-efficacy to excel as a leader in their chosen organization

To increase readiness for a promotion



## SIGNIFICANT FACTS

-Black, Indigenous, and People of Color (BIPOC)

-Mid-level professionals are those who are currently beyond an entry-level role or position, but not yet serving in a director or executive role

-Barriers for historically underrepresented groups include ongoing racism, sexism, discrimination based on sexual preference or gender identity, ableism, socioeconomic disparity, and exclusionary learning environments. These issues can compound to exacerbate the difficulty historically underrepresented groups face in achieving scientific success. For example, women of color are subjected to increased gender- and race-based harassment in astronomy and planetary science compared to white women, white men, and men of color.



-For every 100 students that are first-generation and from low-income backgrounds, current data indicates that only 10 will graduate within six years

-More than 75 percent of CEOs include gender equality in their top ten business priorities, but gender outcomes across the largest companies are not changing. Women are less likely to receive the first critical promotion to manager—so far fewer end up on the path to leadership—and they are less likely to be hired into more senior positions. As a result, the higher you look in companies, the fewer women you see.

-Based on four years of data from 462 companies employing more than 19.6 million people, including the 279 companies participating in this year's study, two things are clear: one, women remain underrepresented, particularly women of color.

## RECOMMENDATION / TIPS

- Seek Mentorship/Coaching Options
  - \* Based on individual professional goals and perceived strengths and opportunities for growth.
- Develop a strong professional network
  - o Helps to know who to call for any problems
  - o Strengthen your interpersonal skills
  - o Build creative capacity by exposing you to a variety of ideas and viewpoints
- Build community with other BIPOC leaders in the sector / a learning community of like-minded leaders who can provide support and accountability/Consider accountability buddies
- Consider taking a personal Racial Equality Leader 360 assessment
- Be willing to develop tools for self-care / Be willing to explore a range of modalities for self-knowledge, including meditation, movement, and creative expression
- Seek ways to identify a space that is sacred and “safe” for you to openly share your / a place that allow you to bring your most vexing diversity, inclusion, and racial equity challenges
- Seek ways to increase your understanding of how internalized racial oppression and internalized racial superiority affect behavior and others’ perception of you as a leader
- Once in role, know your limits and feel comfortable saying “no”
- Release your guilt or imposter syndrome and know you belong in your role or at your organization
- Recognize common challenges when transitioning to a leadership role:
  - o Learning the Difference Between Leading and Managing Leaders need to inspire, guide, and share purpose with their team, not just manage the assigned budget and hit goals.
  - o New Social Dynamics with Former Colleagues Leaders often struggle to manage those who they used to consider their peers.
  - o Letting Go of Your Previous Role Out of habit, new leaders often try to continue doing all their previous work instead of delegating the appropriate tasks to the appropriate people.
- Consider Interview Questions: Some questions are more appropriate for new graduates, but those at a more senior level, may feel more directed questions are appropriate.
  - Can you describe some of your company's core values?
  - How would you describe the company's culture?
  - What are some of the key DE&I actions your organization has taken in recent months?
  - What does your company do to ensure inclusiveness?
  - What do you do to create an inclusive team environment?
  - How do you measure inclusion?
  - If they mention that they have ERGs, ask if it would be possible to talk to the volunteer leaders from one to two of the ERGs.
  - Are there any programs or initiatives in place at your company geared toward promoting diversity?
  - Are there any specific internal DE&I groups, resources or initiatives you are particularly proud of?
  - Does your company use any training programs to help create an inclusive work environment?
  - In your opinion, what is the most challenging aspect of working in a diverse environment?
  - How do you celebrate diversity of ideas and people?
  - What tangible goals does the organization have surrounding diversity, equity, and inclusion? Who is responsible for making sure these goals are met?

## CULTURALLY-SPECIFIC PROFESSIONAL ASSOCIATIONS & JOB BOARDS

### Asian/Pacific American

- [National Association of Asian American Professionals](#)
- [National Council of Asian Pacific Americans](#)
- [Columbia Engineering](#)
- [African American Professional Associations](#)
- [National Urban League Job Network](#)
- [United Negro College Fund](#)

### Hispanic/Latinx

- [The Congressional Hispanic Caucus Institute](#)
- [Hispanic Association of Colleges and Universities](#)
- [Hispanic Alliance for Career Enhancement \(HACE\)](#)
- [Hispanic and Latino Professional Associations](#)
- [iHispano](#)
- [Latino Careers](#)
- [LatPro.com](#)

### Indigenous/Native American

- [American Indian Science and Engineering Society](#)
- [Native American Professional Organizations.](#)
- [Indian Country Today](#)
- [National Congress of American Indians:](#)
- [Tribal College Journal of American Indian Higher Education](#)

## REFERENCES

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# CAPSTONE PRESENTATION & GRADUATION

## Leadership Development Tips for BIPOC Students: Promotion, Retention and Building Strong Support Systems

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### Biography

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Dr. Nita Magee's professional career spans from the University of Phoenix and the Department of Veterans Affairs. Dr. Magee have been and Adjunct Faculty with the University of Phoenix since November 2007 where she continues to facilitate in the bachelor and master programs and serve as a dissertation chair in the College of Doctoral Studies. Dr. Magee have been employed with the Department of Veterans Affairs (VA) since August 2006, with the last 10 years in management. Dr. Magee earned her Bachelor of Nursing from the University of Mississippi Medical Center, Masters, and Doctorates from the University of Southern Mississippi.

Dr. Magee serves on the inaugural committee for the Mississippi Healthcare Executives (MHE), the official chapter of the American College of Healthcare Executives (ACHE) for the state of Mississippi. Dr. Magee is also a member of numerous professional organizations with promote professional development. Dr. Magee have presented topics on compassion fatigue and imposter syndrome NAMI state conference in May 2021 and July 2021, respectively. Compassionate Leadership and Mental Health Tips for Busy Practitioners have been presented in other conference settings.

Dr. Magee has an interest in compassionate leadership's skill development, which includes expanding some of the understanding through offering that diverse support for the Black, Indigenous, and People of Color (BIPOC) individual within our organizations. Dr. Magee constantly demonstrate strength in her passion through the commitment and diligence when she set a goal. Her goal is to share her mentorship attributes to encourage the growth of others in the BIPOC community. She has completed the Certificate in Compassionate Leadership; Diversity, Equity, and Inclusion in the Workplace Certificate; and Inclusive and Ethical Leadership Certificate.

### Contact Information

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