



Ascending Leaders in Color | Syllabus

The Ascending Leaders in Color (ALC) fellowship program recognizes that leadership development, wellness, and social justice, are inseparable components of authentic leadership. By creating distinct healing spaces where people of color can speak openly about the unique stressors they encounter, and where white folks can strengthen their allyship and advocacy, ALC offers a holistic approach that improves both individual wellbeing and community capacity. ALC, consisting of ten restorative circle sessions and 10-12 participants per cohort, allows for deep introspection and even deeper connections. You will walk away with enhanced practices of courage, compassion, joy, and a powerful interconnected network of social justice leaders across our communities.

Modules 1-5	Resource Highlights	Modules 6-10	Resource Highlights
Why People of Color and White Allies Need Their Own Healing Spaces	<p>Examine the challenges of navigating dominant-group spaces</p> <p>Recognize how authentic self-expression is often constrained in mainstream environments</p>	Microaggressions	<p>Review various forms of microaggressions in business settings</p> <p>Understand the cumulative impact of subtle biases on emotional wellbeing</p>
Intersectionality	<p>Examine how multiple identities intersect and create unique personal experiences</p> <p>Analyze how different aspects of identity can compound marginalization</p>	Tokenism	<p>Recognize the signs of tokenization in organizational settings</p> <p>Understand the difference between meaningful inclusion and performative diversity</p>
The Adverse Effects of Assimilation	<p>Examine assimilation and its impact on identity</p> <p>Explore the mental costs of conforming to dominant culture</p>	The Glass Cliff	<p>Examine why leaders of color, particularly women of color, are often given leadership roles in crisis situations</p> <p>Analyze the patterns of scapegoating and unrealistic expectations</p>
The Bias of Professionalism	<p>Deconstruct how professionalism standards are rooted in dominant-group norms</p> <p>Probe how appearance, speech, and behavior are policed differently for people of color</p>	My Identity is My Superpower	<p>Reframe cultural background and lived experiences as leadership strengths</p> <p>Explore how authenticity can drive innovation and meaningful change</p>
The Costs of Code Switching	<p>Analyze code-switching and its prevalence among business professionals of color</p> <p>Examine the mental and emotional toll of linguistic and behavioral adaptation</p>	Joint Session: Collective Liberation & Moving Forward	<p>Synthesize insights from parallel learning journeys</p> <p>Explore collaborative approaches for creating more inclusive spaces</p>

LEARNING REQUIREMENTS: In order to earn a Certificate of Completion, participants must thoughtfully participate in a minimum of eight sessions, engage with the assigned resources before each session, and contribute authentically to circle discussions.

For more information, visit 4dahood.com/ascending-leaders or email us at info@4dahood.com

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