



**Building the Inspired Inclusive Organization:  
Engaging with Race Issues as a Catalyst for Change**  
**Presenter: Noor Azizan-Gardner**

How can an intercultural leader build the trust and bridges necessary for optimum engagement and heightened sense of belonging? What knowledge-sharing must occur with the organizations' diverse employees and leaders? What skill sets must be developed and honed? Can we do this in the extremely polarized political climate of today?

This workshop invites participants to reflect, discuss and develop skill sets to effectively engage and provide safety and support for candid and difficult conversations on race as part of a critical process for transforming the organization to a more inclusive, innovative, and human-centric workplace.

Using the principles of human-centered leadership advocated by Gary Hamel and Michele Zanini, among others, we will discover together concrete ideas for creating exceptional, inspired, and inclusive organizations which embrace the uniqueness and talents of its diverse employees, authentically honor the history of racial conflict and inequities and to share experiences and knowledge in a supportive environment.

Participants will learn together:

- How to enhance self-awareness, self-reflection and self-management around issues of race
- How to create an authentic belonging community
- How to harness the power of openness
- How to develop skills to have meaningful complex conversations around race to achieve a common goal

**About the Presenter**



**Noor Azizan-Gardner**, originally from Malaysia, is Founder and President of Baru Global Creatives Group, LLC, a consulting company which assists organizations and institutions with building innovative inclusive organizational culture through fostering inspired leaders and employees. Previous leadership positions in DEI include the University of Missouri where she created the Chancellor's Diversity Initiative which provided consultation and services in the areas of diversity, cultural competency, equity, EEO compliance, Title IX, and ADA education and accommodation. She has presented innumerable



intercultural competency lectures, facilitated leadership workshops, and consulted on diversity and intercultural competency for the private and public sectors and the armed forces.

In the Columbia community, she has served as a member of the Diversity Study Circle Project's steering committee sponsored by the Human Rights Commission and the City of Columbia and a member of the board of advisors for Prism, a support group for LGBT youth. She is currently on the Board of Directors of the Missouri Contemporary Ballet and the Ragtag Film Society which stages the annual internationally acclaimed and beloved documentary film festival, True/False. She is a member of the Board of Advisors for the Crosby MBA Program in the Trulaske College of Business at MU.