

Building & Supporting Equitable Organizations

Identifying, Diagnosing, and Shifting Organizational Culture

Who Am I?



Brea M. Heidelberg



**Black, Cisgendered
Woman**



**Hometown:
Pittsburgh**



**Arts Background:
Dance**



**Educational
Background:**

Economics & International
Studies (BA & BS)

Human Resources (MS)

Arts Policy & Administration
(MA & PhD)



**Current Occupations:
Assistant Professor &
Consultant**

4 GOLDEN GLOBES®
BESTER FILM · BESTES DREHBUCH
BESTE REGIE · BESTER SOUNDTRACK

TORONTO
INTERNATIONAL
FILM FESTIVAL
PUBLIKUMSPREIS

slundog millionär

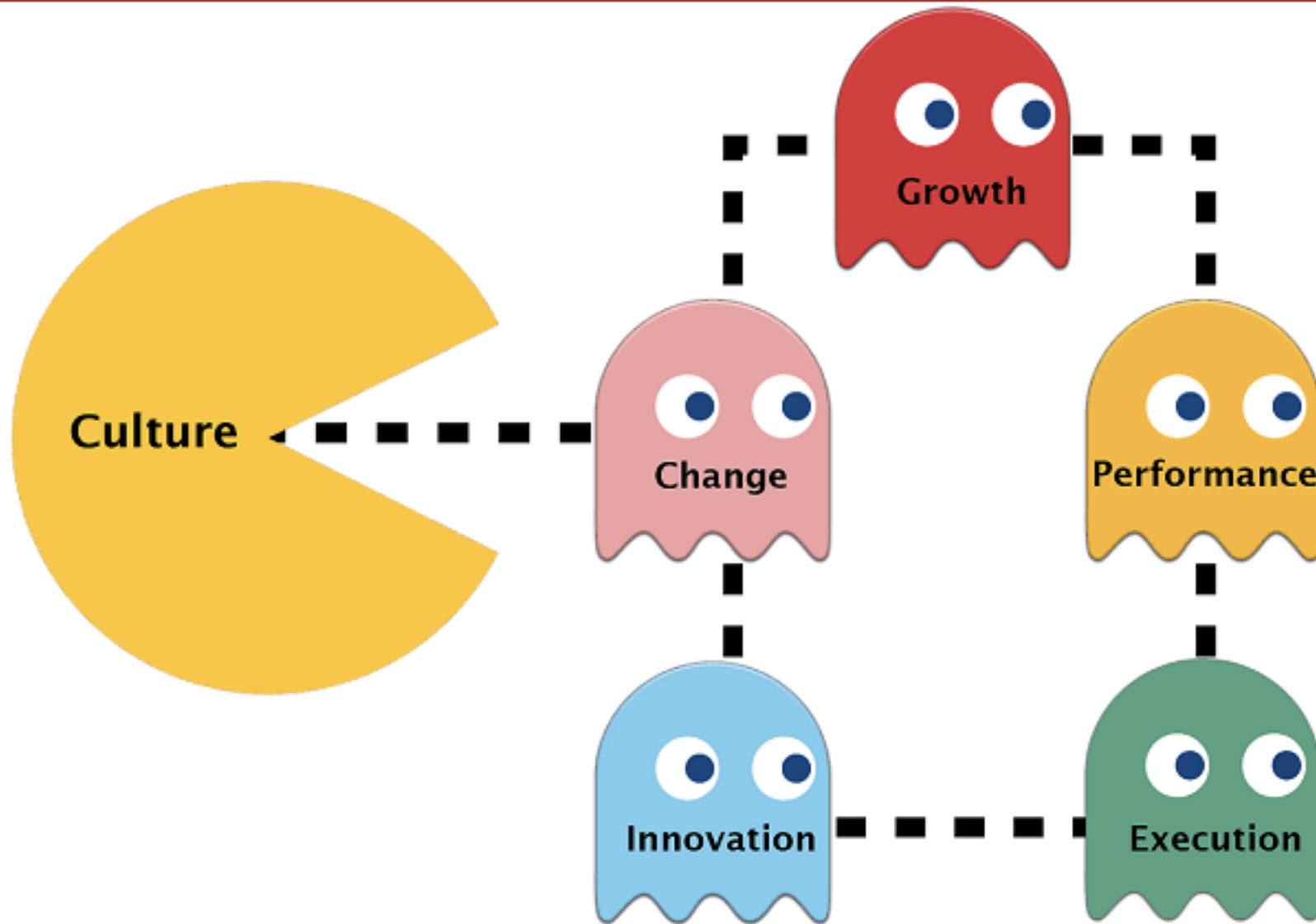
EIN FILM VON DANNY BOYLE

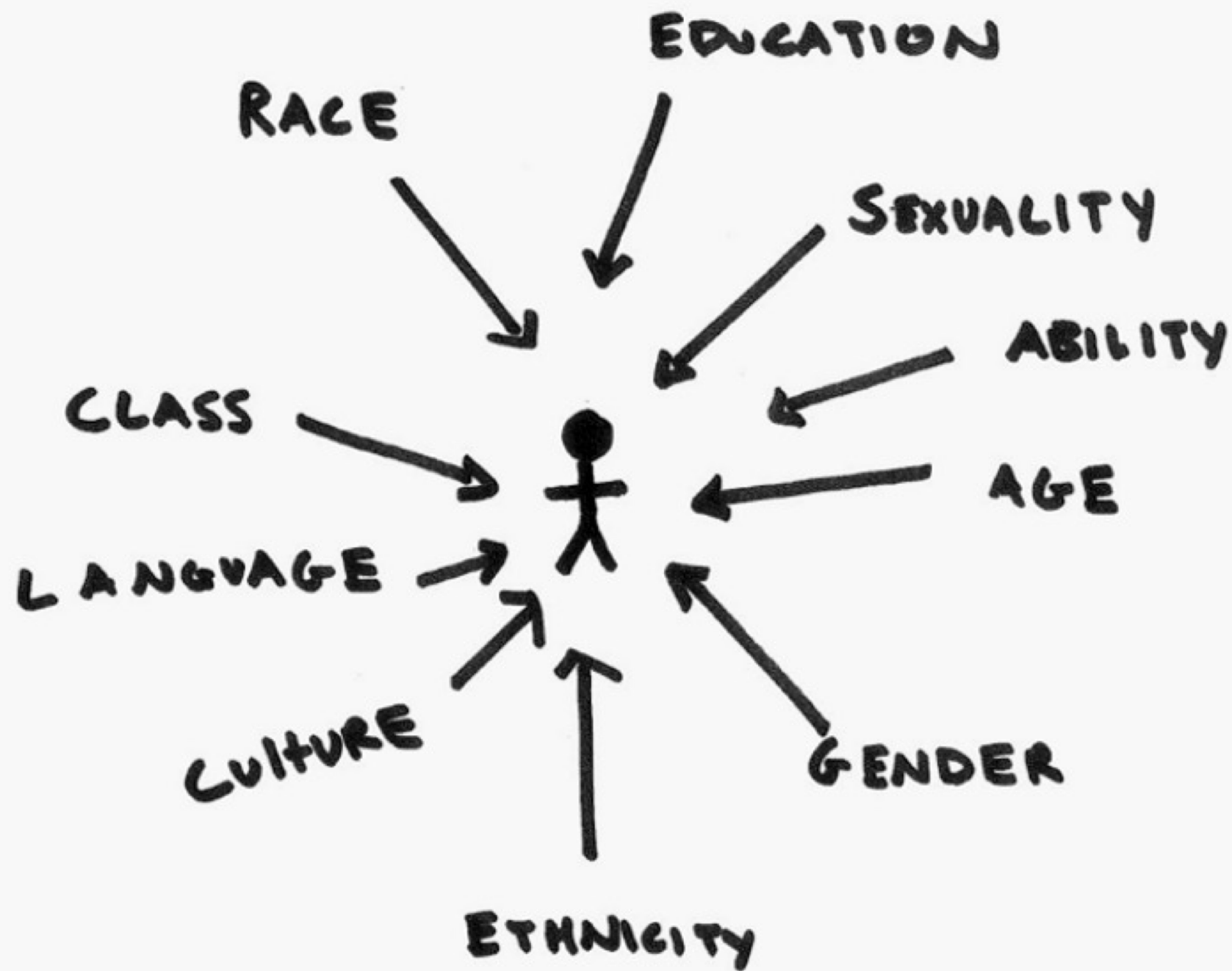


Identifying Organizational Culture

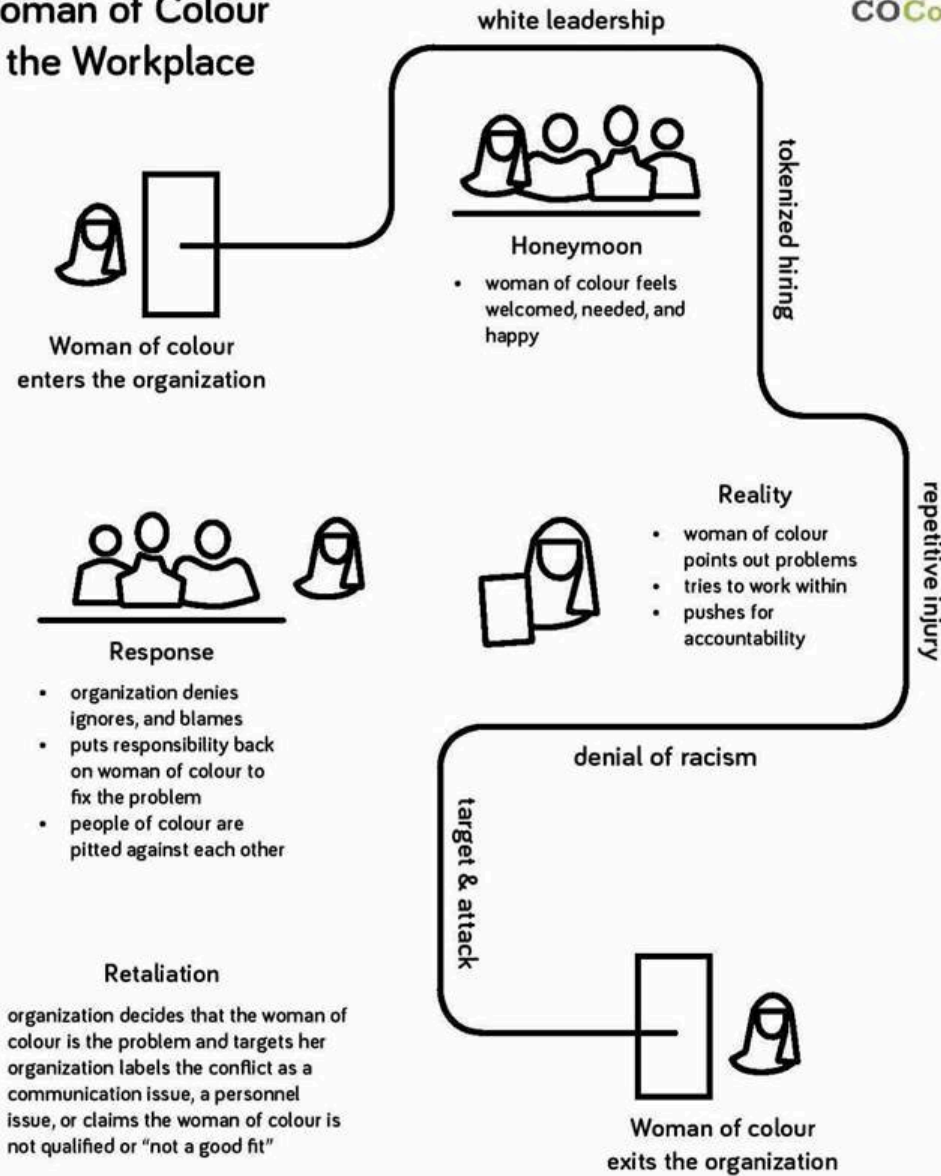
- What is stated isn't always accurate
- Organizational cultures are STRONG
- It is both explicit & implicit
- It doesn't impact everyone in the organization in the same way

Organizational culture eats strategy for breakfast, lunch and dinner





The "Problem" Woman of Colour in the Workplace



TELL ME MORE

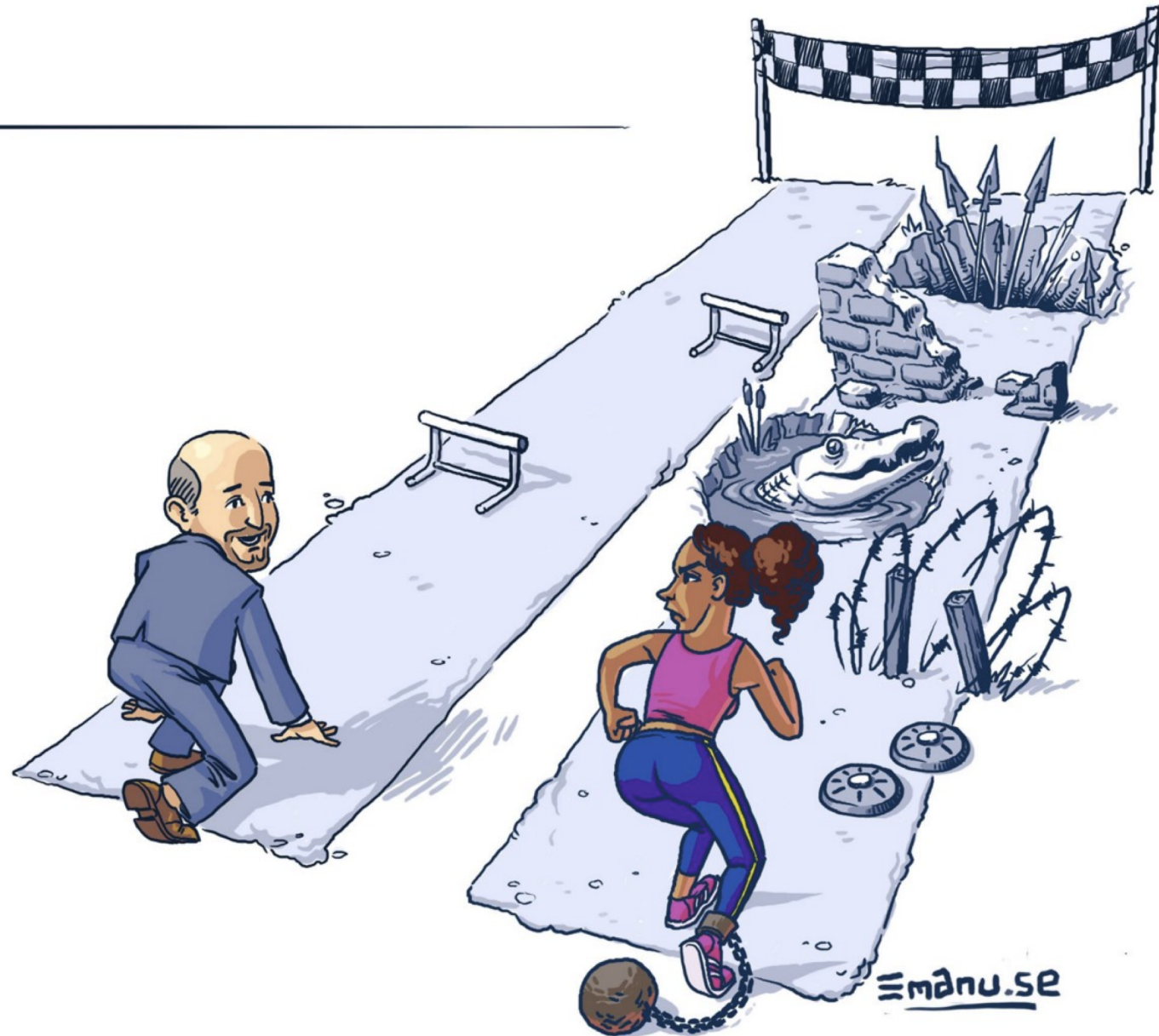


ABOUT HOW GREAT I AM

Diagnosing Organizational Culture

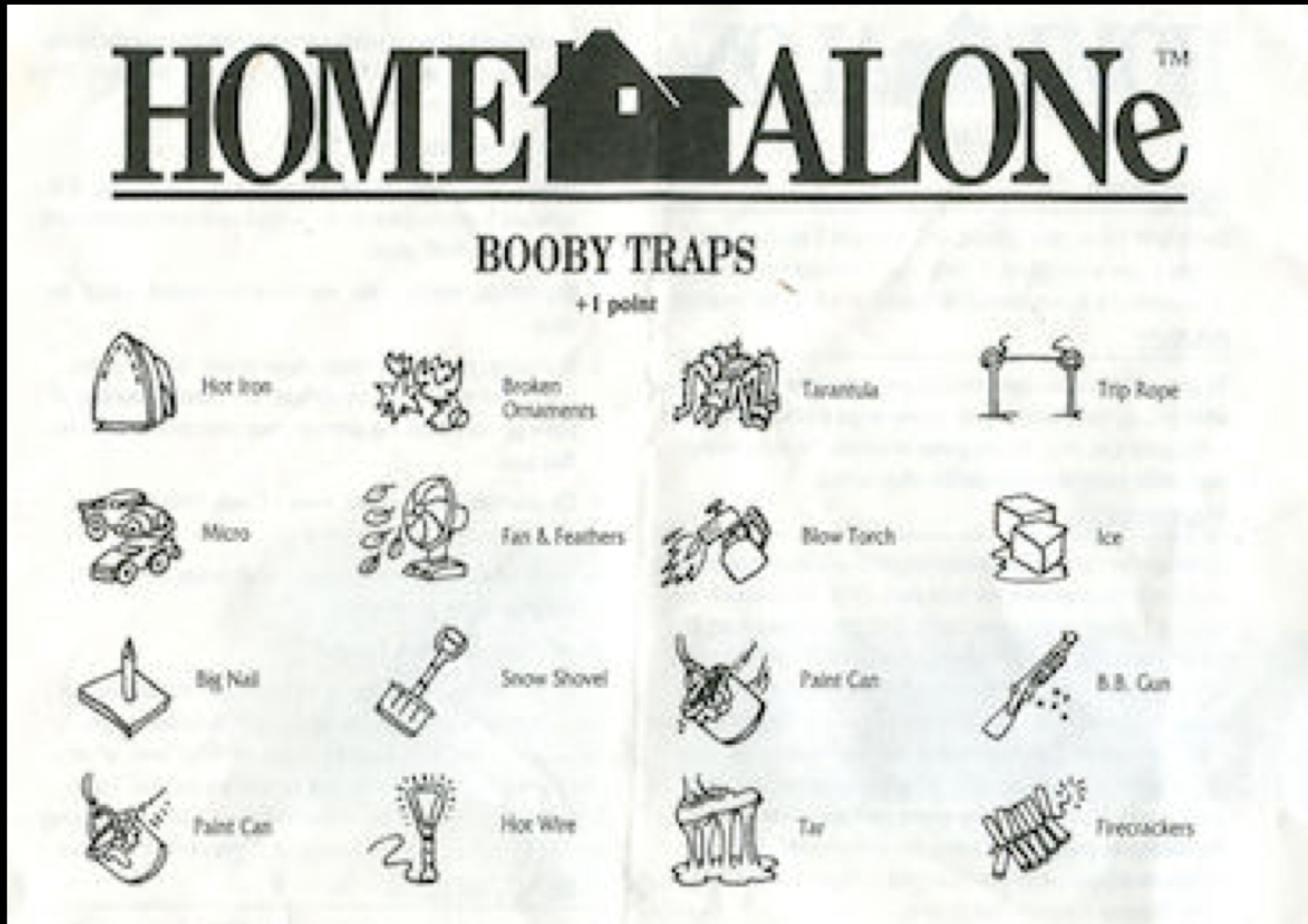
The process of capturing the unique qualities of an organization as revealed in values, history, stories, and other elements created through interactions that have significance for organizational effectiveness and the personal development of members





“What’s the matter?
It’s the same distance!”

Shifting Organizational Culture



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Steps to Accountability

1 Self-honesty

2 Value others

3 Keep records

4 Take responsibility

5 Do the right thing

6 Act promptly with care

SIT DOWN.
BE HUMBLE.