BABA
Black Applied Behavior Analysts

BABA CONFERENCE

Keynote Speaker: Georgiana Koyama, BCBA, M.Sc

JUNE 18-20, 2022   DETROIT, MI

Title: Leadership in service of the community: A journey from surviving to thriving

Abstract:

Excellent leadership is central to the success of organizations and the communities to which they belong to and that they serve. Without high-quality leadership, systems are at risk of breaking down, leading to disharmony and disenfranchised industries. The field of Applied Behavior Analysis (ABA) has a pressing call to action to address issues of equity, diversity and inclusion for professionals and consumers alike. At the center of how the field will choose to navigate these issues, is leadership. Effective leadership may serve to set the occasion for organizations and communities to thrive (Heifetz, 1998). In recent years there has been an exponential growth in individuals certified by the Behavior Analyst Certification Board® giving rise to Board Certified Behavior Analysts® (BCBA®) taking up positions as Clinical Directors, Supervisors, Mentors and Sponsors. Leadership in ABA is the next new arena for many BCBAs. However, many Behavior Analysts receive little, if any, direct instruction on effective leadership. Currently the verified course sequence does not include a required course for leadership that could serve to strengthen the leadership repertoires of early-career practitioners, particularly as it relates to supporting diverse identities and perspectives. At this critical juncture in ABA, we need to resist the pull to call on leaders who seemingly have all the answers, predetermined conclusions, and road a map of the future ready for the community without seeking to understand the values and centre the needs of that community. Instead, we should be calling for leadership that is aligned with the community's values, leadership that that will challenge us to face problems for which there are no easy answers, leadership that forces us to ask who we are and what we stand for and leadership that aims to serve and support members of the community to face its problems. Essentially, leadership that represents the community by including the community.

Learning Objectives

1. Participants will be able to: identify the differences between traditional and servant leadership approaches
2. Participants will be able to: identify strategies for supporting marginalized individuals to move from surviving in organizations to thriving within organizations and personally.