

# ADVOCACY IN ACTION

CREATING OPEN & SUPPORTIVE WORKSPACES

Curtis Mischler  
WDMG Advisory Board Member

# TWO VERY DIFFERENT STORIES...

# TOPICS

---

My Career Journey & Beyond

Definitions: Advocacy & Creating Space

Countdown: 10 Ways to Put this into Action

Recap & Parting Thoughts

Q&A

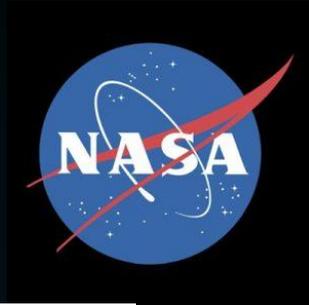
# My Career Journey & Beyond



# W

WOMEN IN DATA  
MANAGEMENT AND  
GOVERNANCE

A DATAVERSITY  
COMMUNITY



Health Insurance Data & Ops  
Consultant & Executive



# ENTP





# Career Arc – How I Originally Saw It

## Orbital Insertion

Accomplish big goals, exert more influence, leverage all that I've done and learned to this point

“This where it all pays off.”

## Acceleration

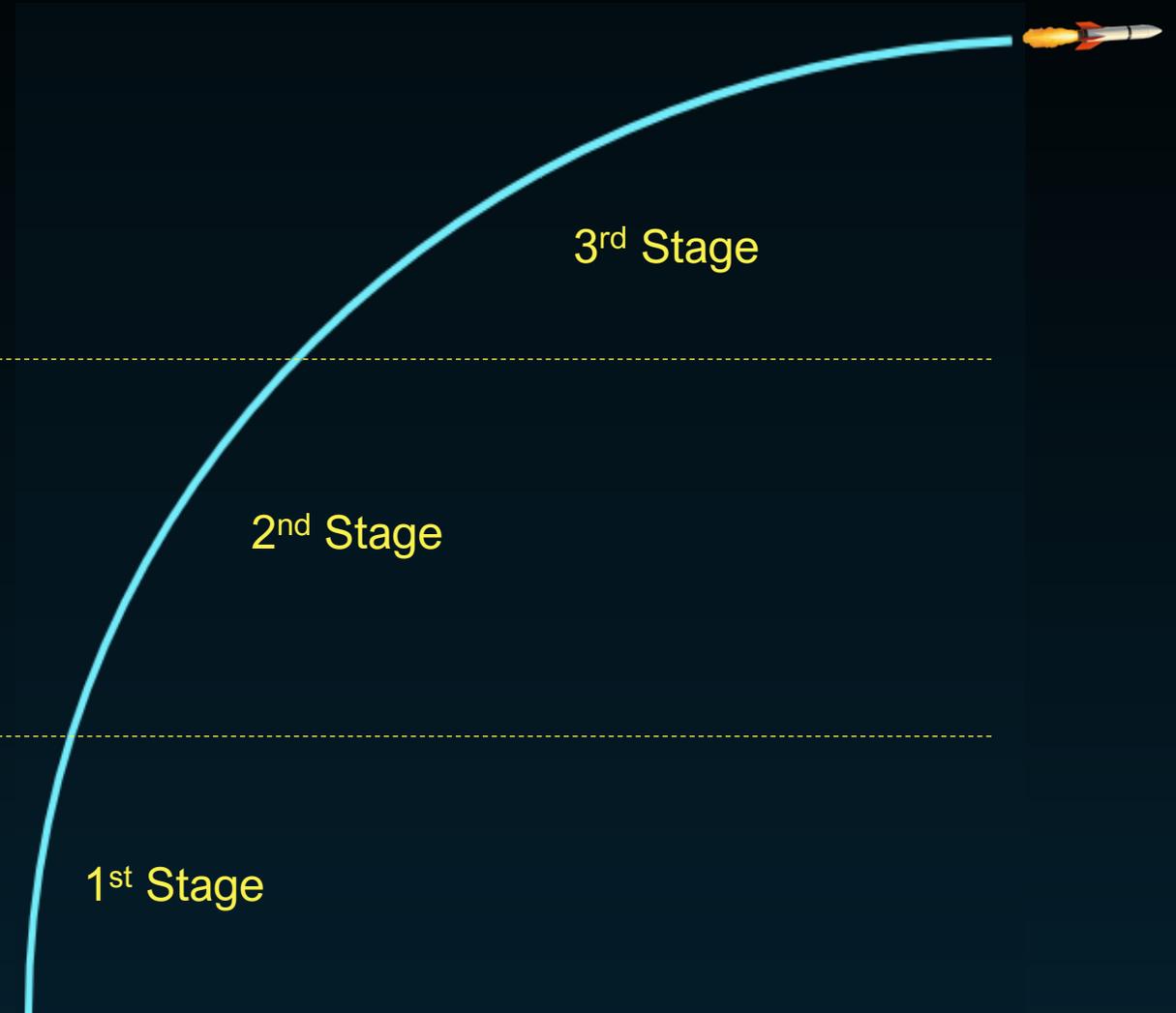
New and bigger responsibilities, go farther, management, leadership, connections

“If I work hard and network, I'll move up.”

## Liftoff

Learn, hustle, make an impression, try to get noticed

“If I work hard and do good work, I'll move up.”





# Career Arc – How I See It Now

## Orbital Insertion

Pays Off + Pay it Forward

---

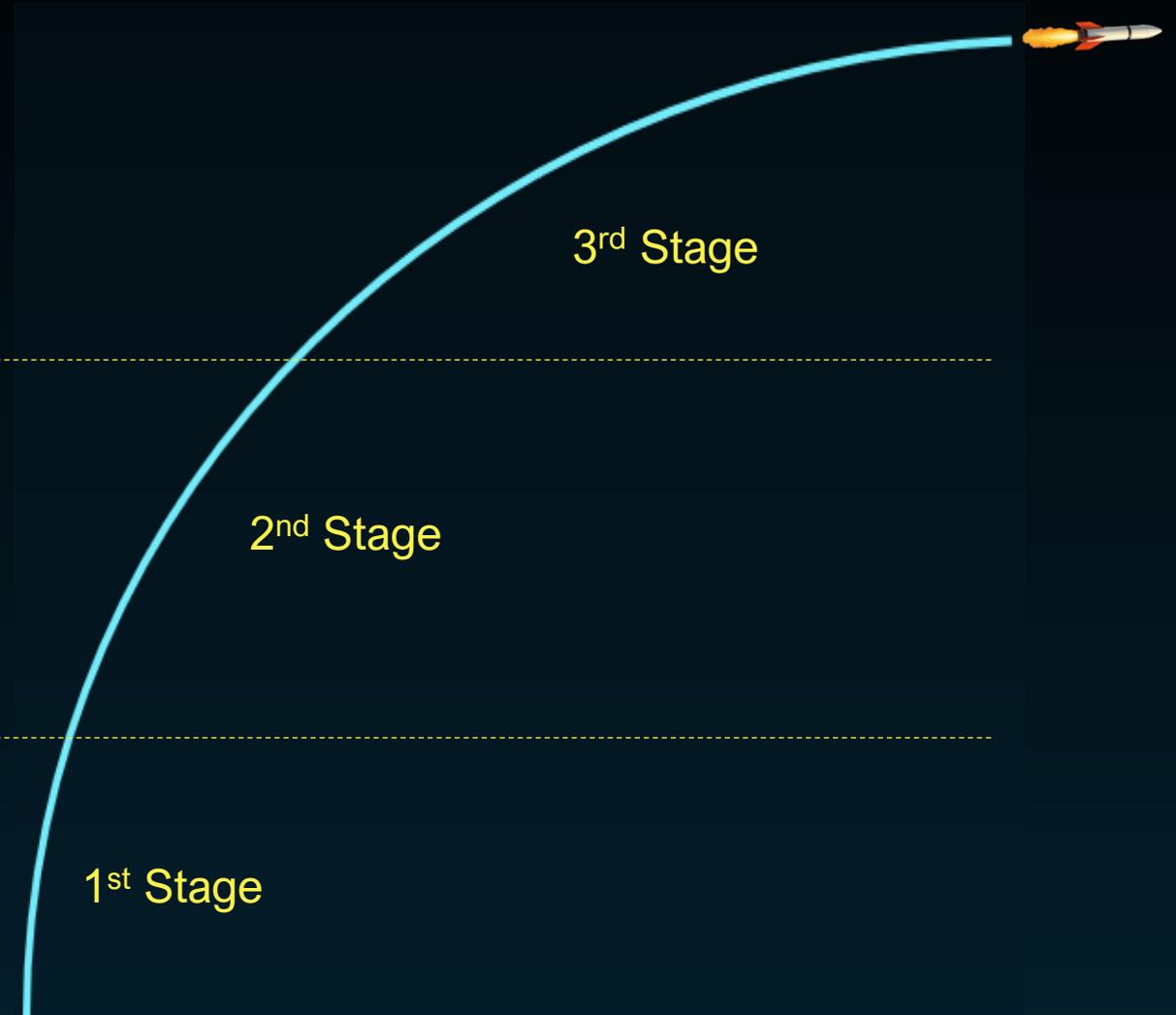
## Acceleration

Hard Work & Network + Help Opening a Door or Two

---

## Liftoff

Hard Work & Good Work + Intros to Others / Visibility



# DEFINITIONS

---

## Advocacy (noun)\*

: the **act** or process of supporting a cause or proposal : the **act** or process of advocating something

## Advocate (verb)\*

: to support or argue for  
: to plead in favor of

## Workspace (noun)\*

: an environment in which people perform professional work

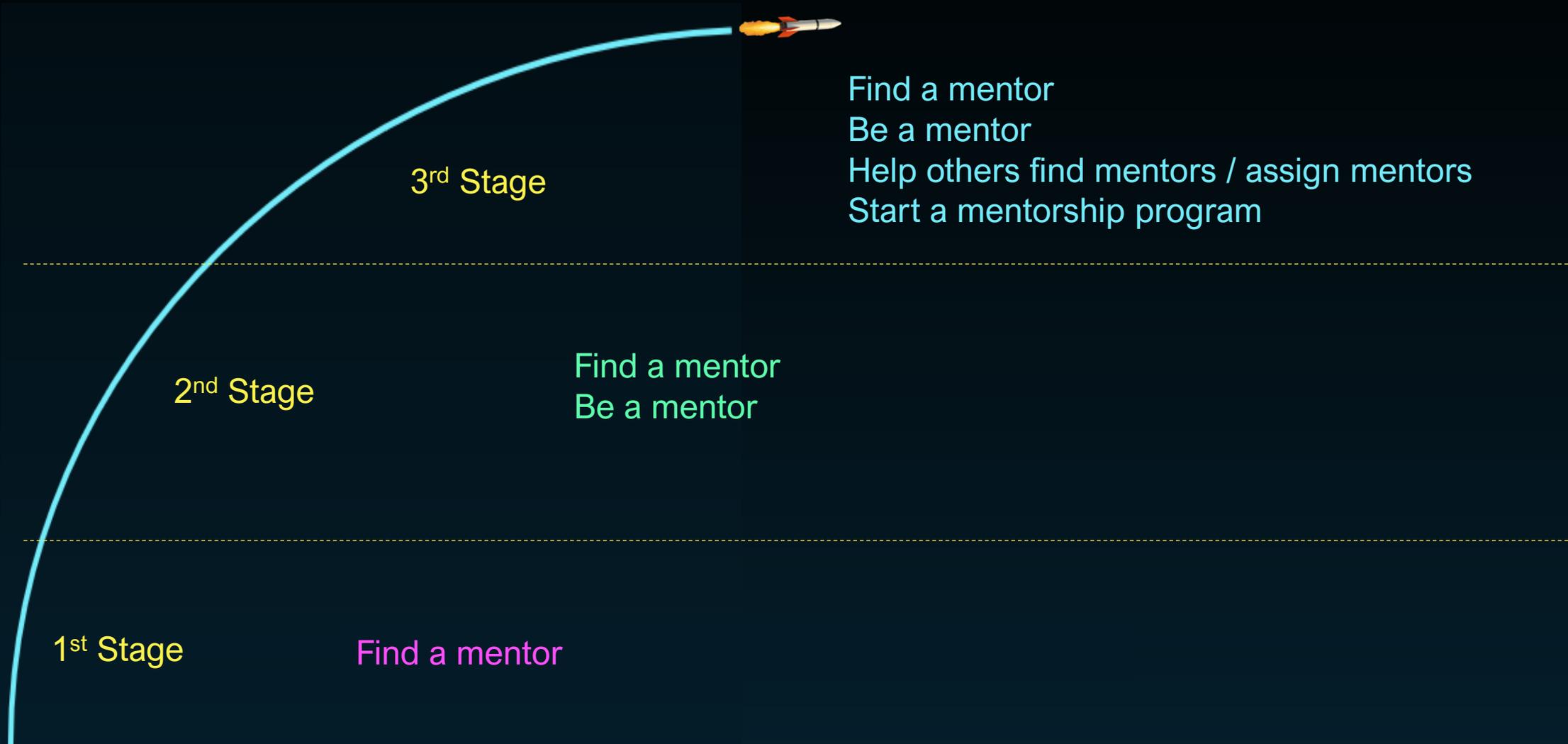
## Creating (Work)Space\*\*

: intentionally setting the physical, mental, and emotional space in which we or our teams work to provide support and maximize results

# COUNTDOWN

10 WAYS TO PUT THIS INTO ACTION

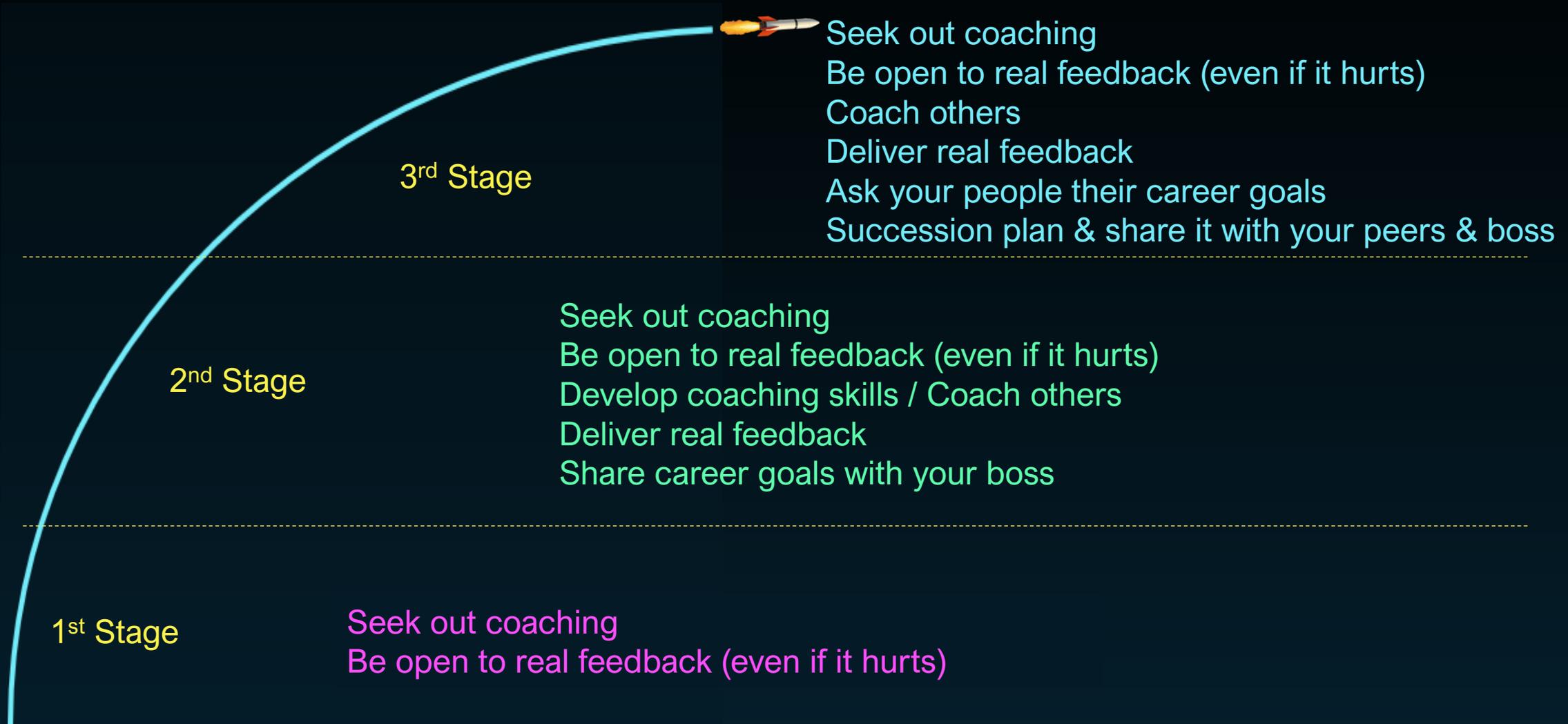
# 10: Mentor



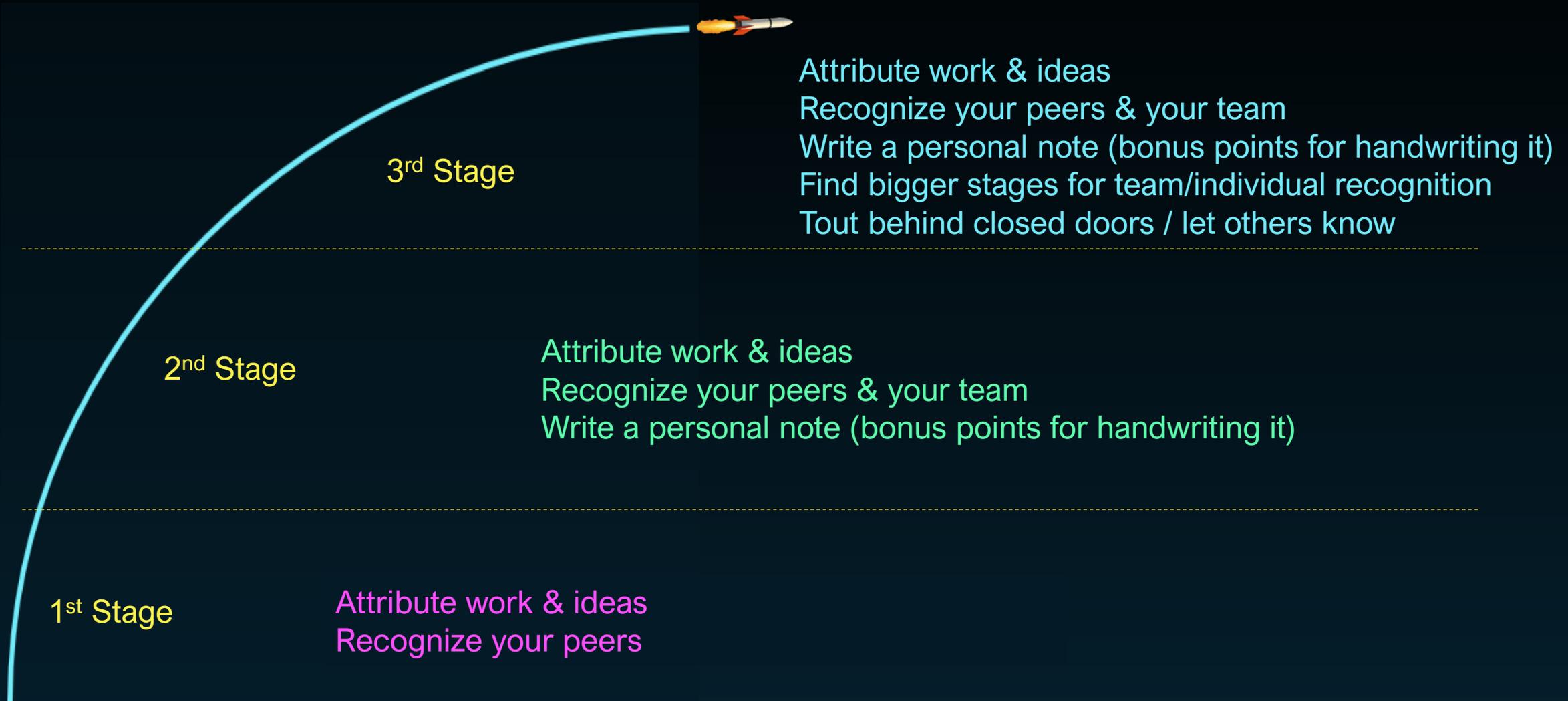
# 9: Sponsor



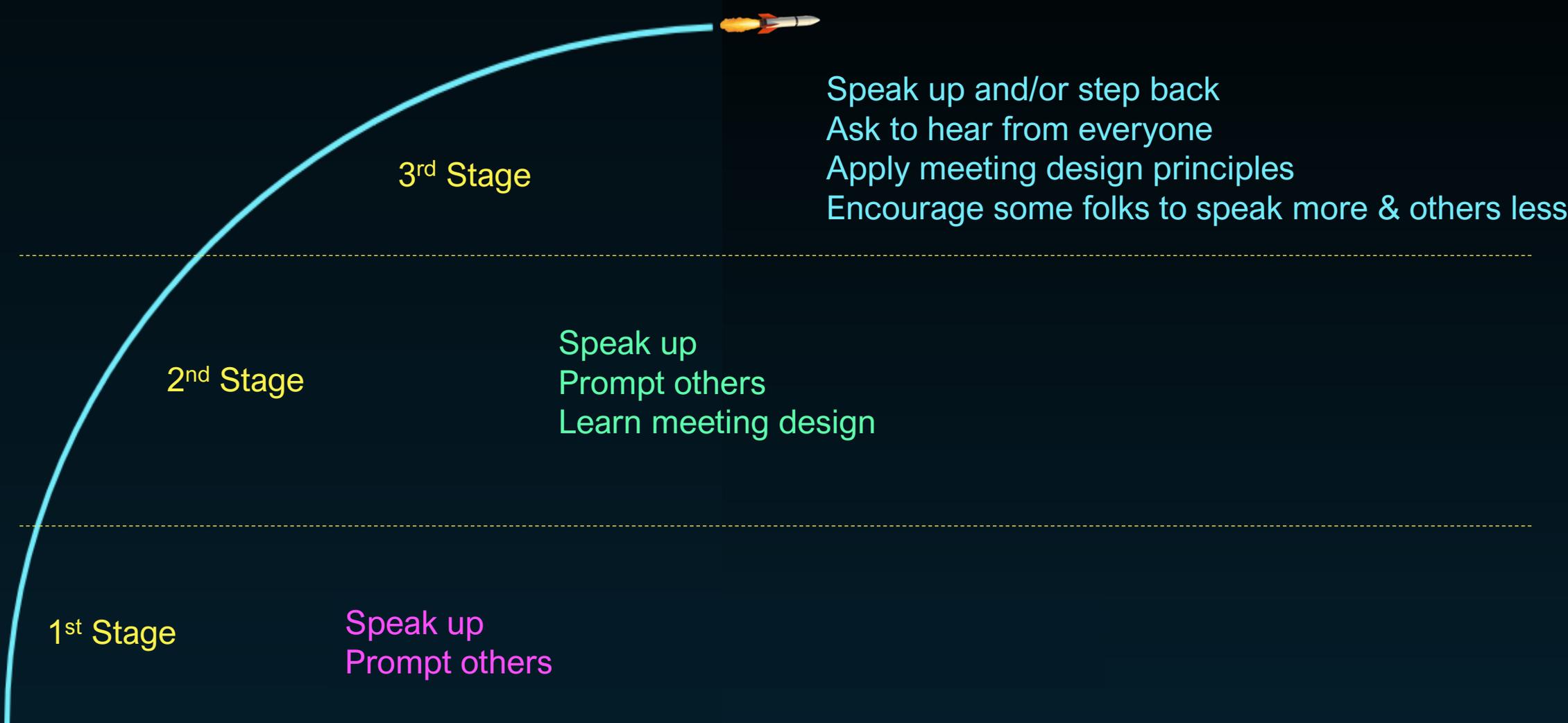
# 8: Coach & Develop



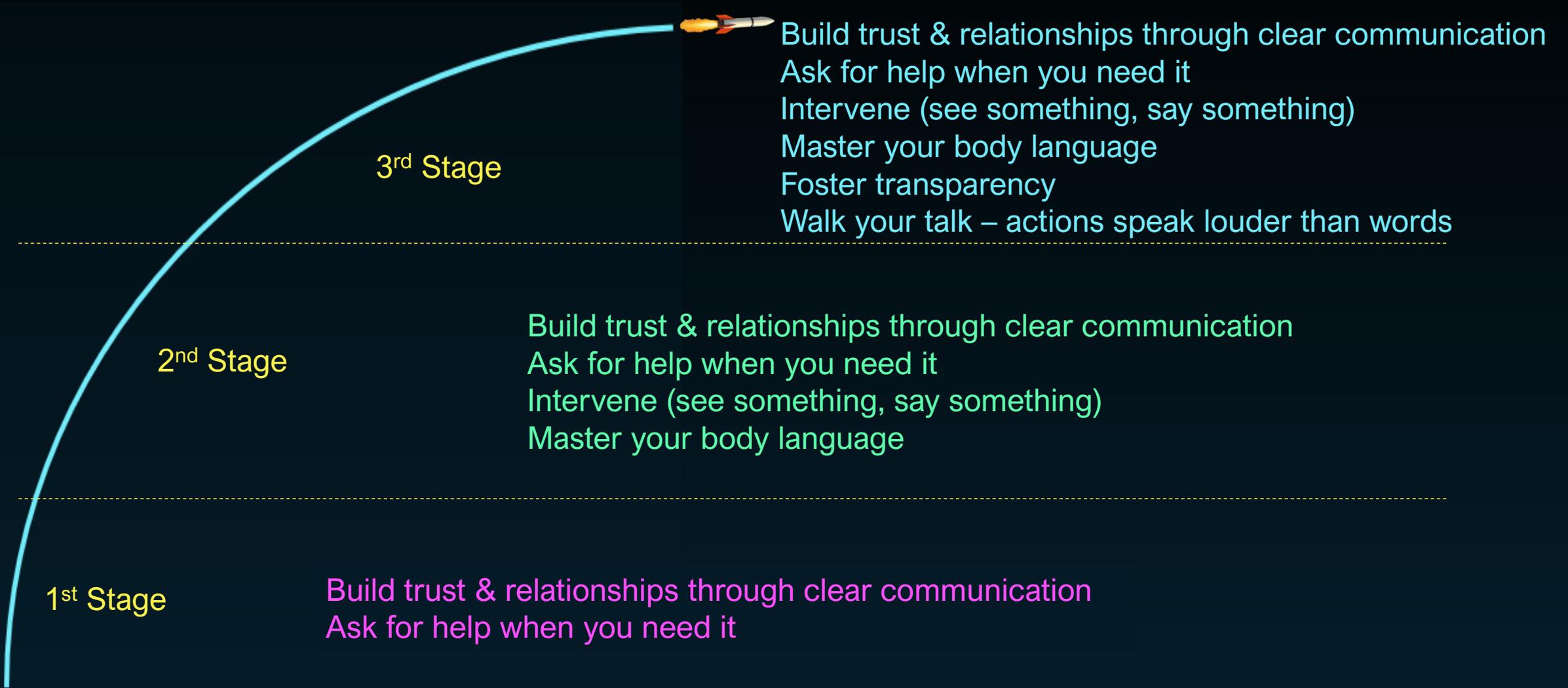
# 7: Recognize, Support, & Encourage



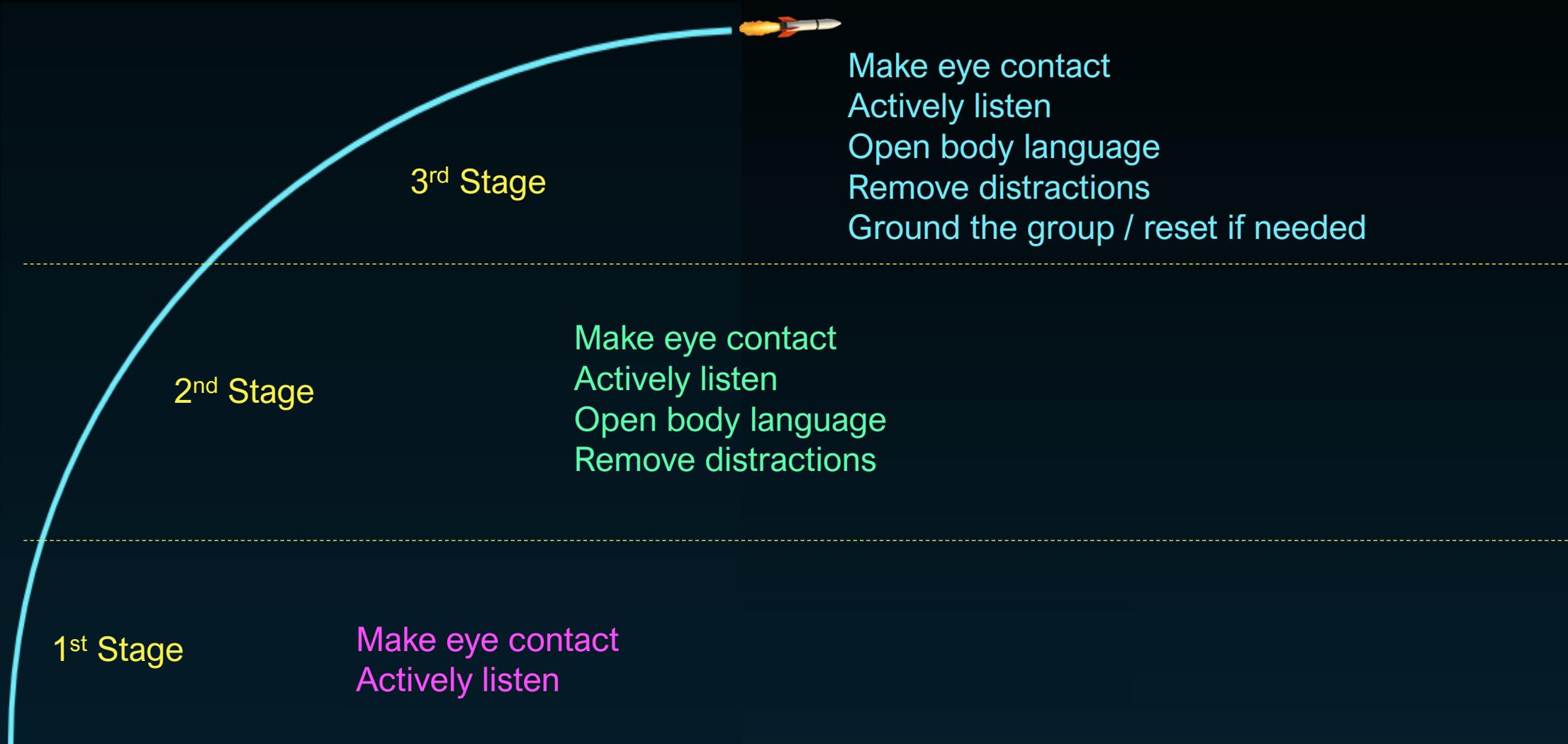
# 6: Participate in Meetings



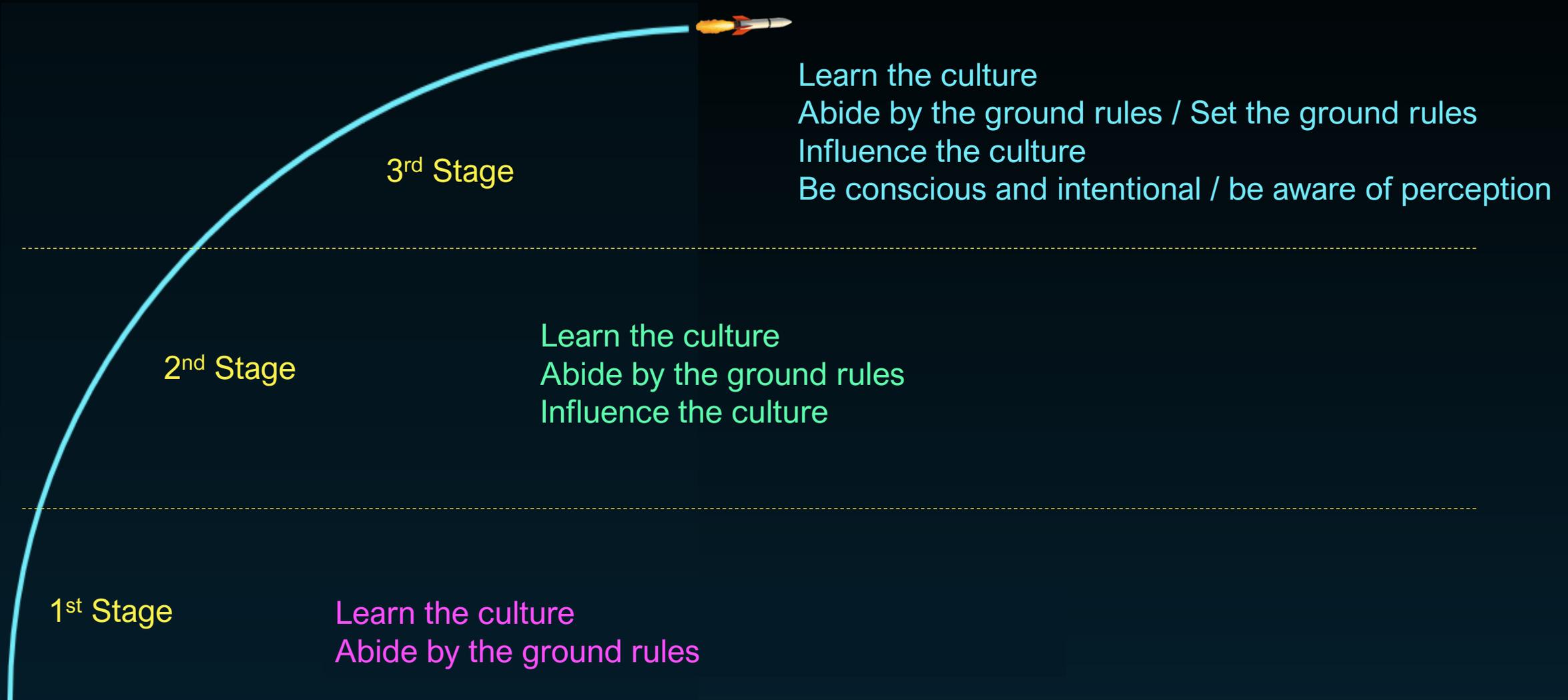
# 5: Communicate



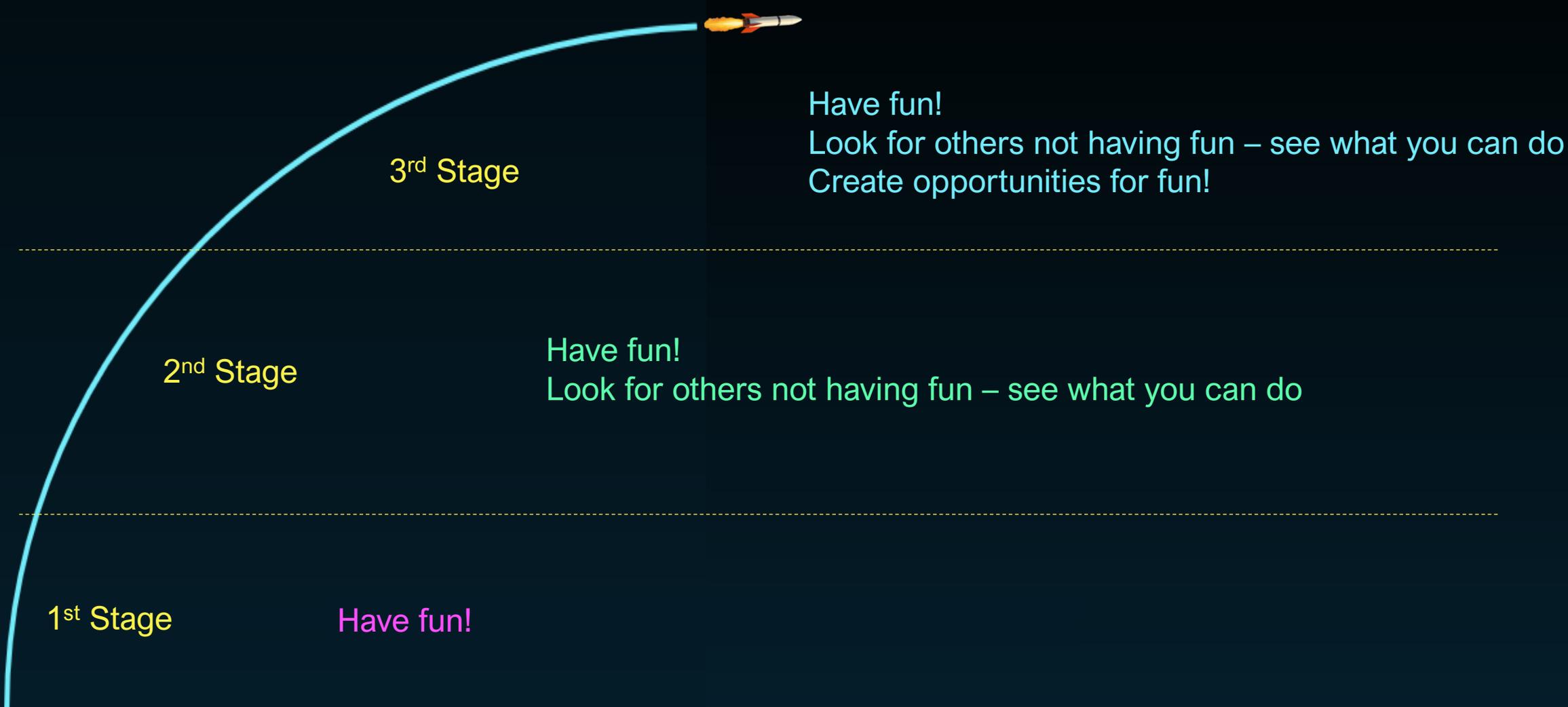
# 4: Be Present



# 3: Build Culture & Promote Fairness



# 2: Have Fun!



# 1: Let Go



# COUNTDOWN:

10 – MENTOR

9 – SPONSOR

8 – COACH & DEVELOP

7 – RECOGNIZE, SUPPORT, & ENCOURAGE

6 – PARTICIPATE IN MEETINGS

5 – COMMUNICATE

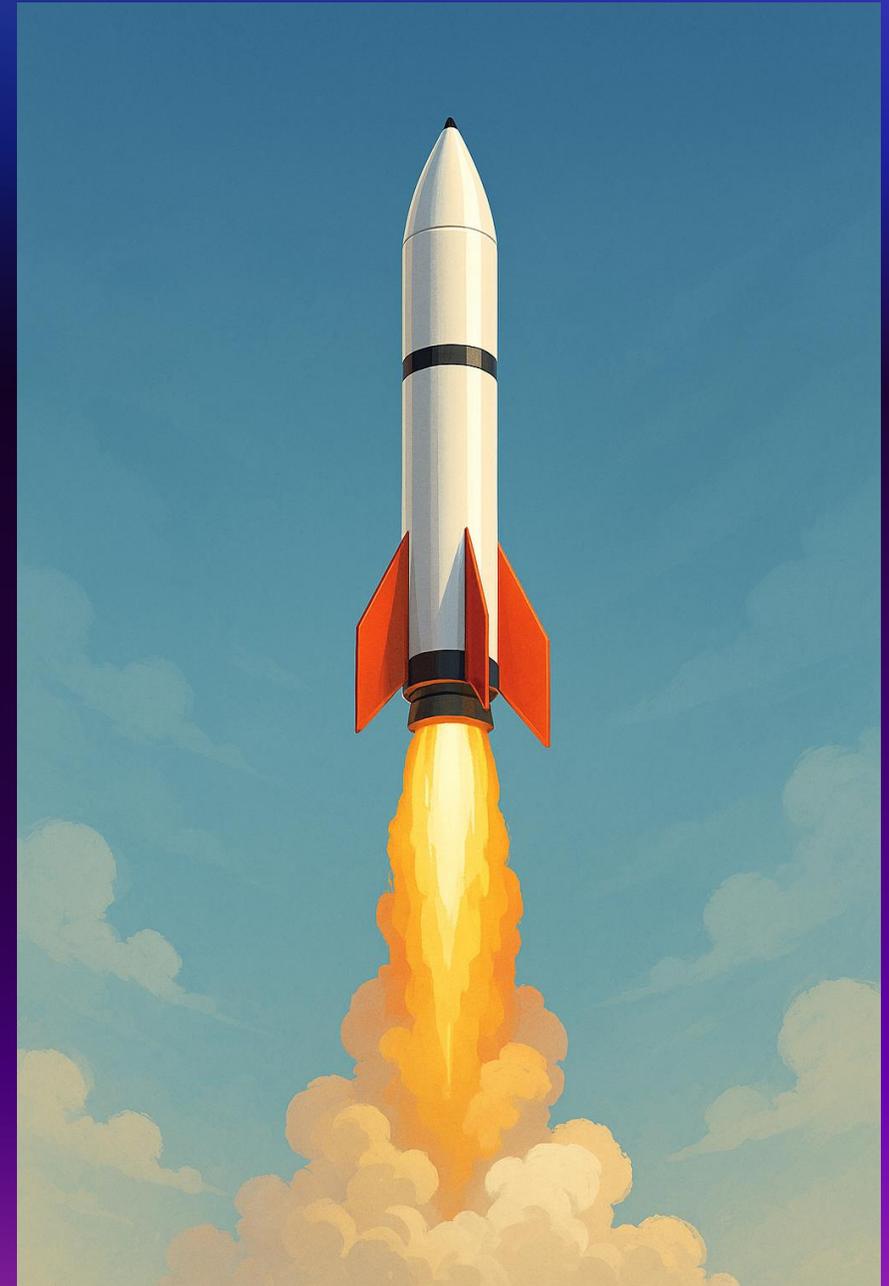
4 – BE PRESENT

3 – BUILD CULTURE & PROMOTE FAIRNESS

2 – HAVE FUN!

1 – LET GO

0 – BLAST OFF!!!



## AN ADDITIONAL THOUGHT

---

**Personal  
Power**

**vs.**

**Positional  
Power**



# Career Arc – Where are You in Yours?

## Orbital Insertion

Pays Off + Pay it Forward

---

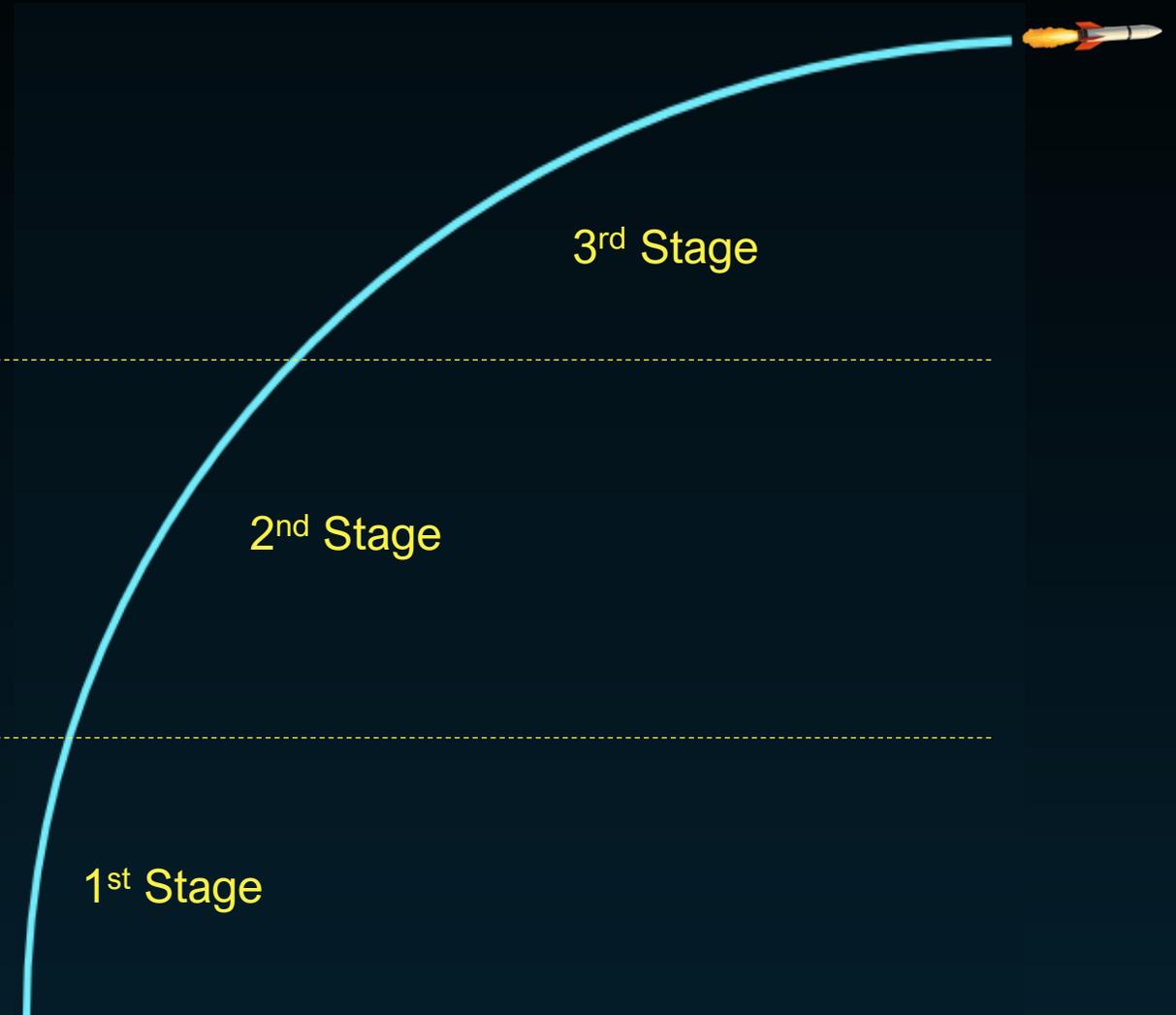
## Acceleration

Hard Work & Network + Help Opening a Door or Two

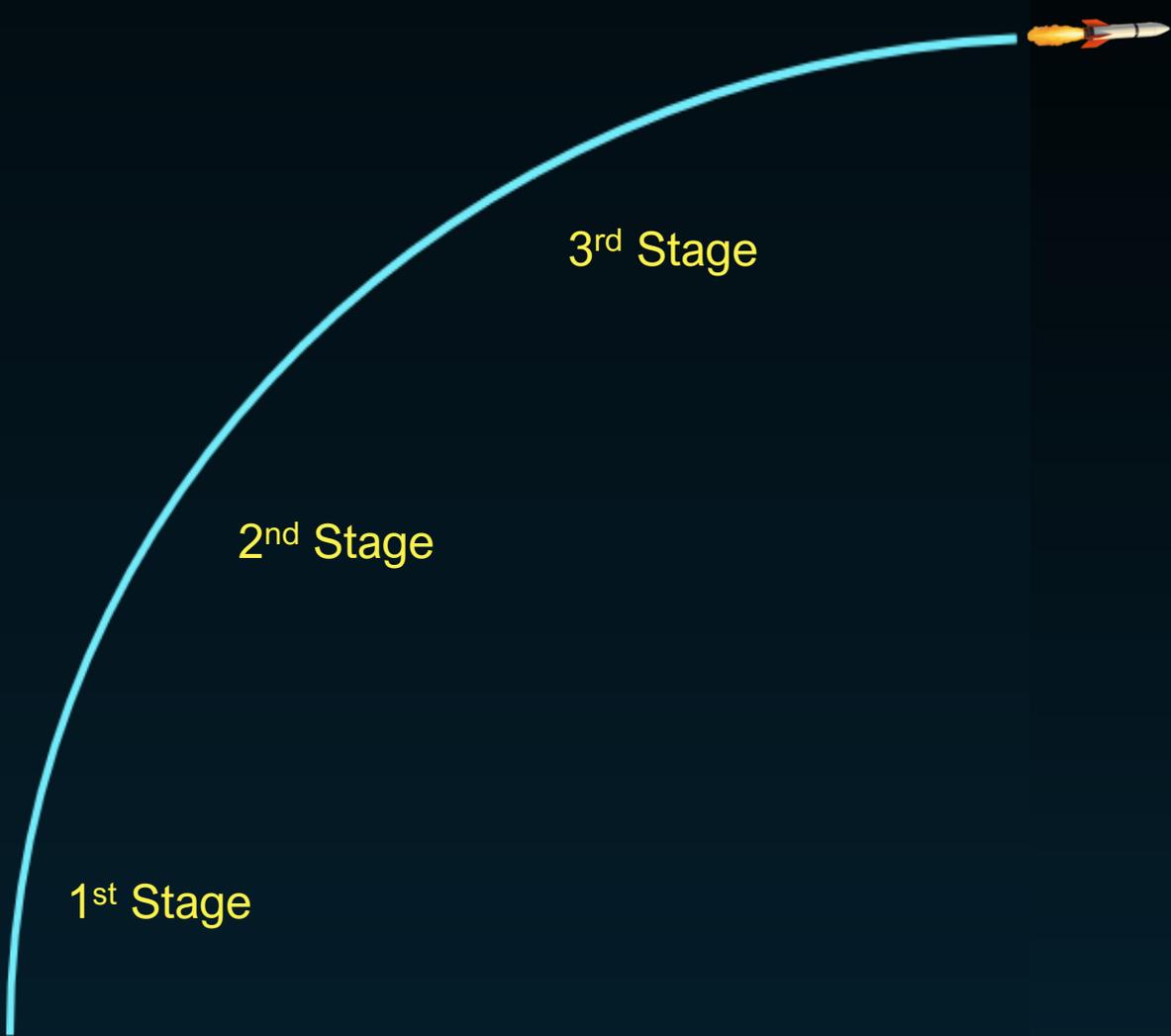
---

## Liftoff

Hard Work & Good Work + Intros to Others / Visibility

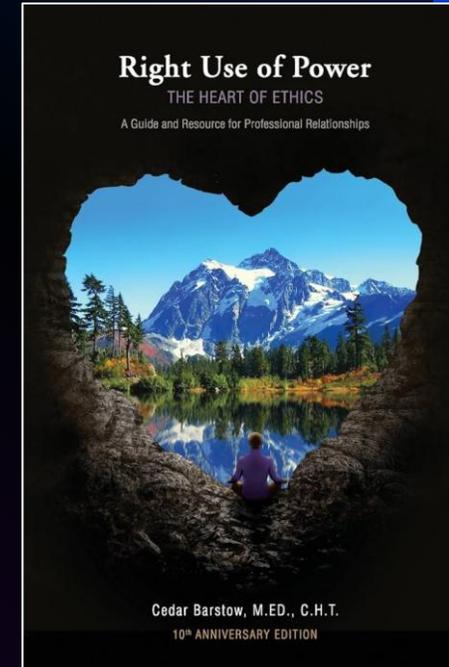
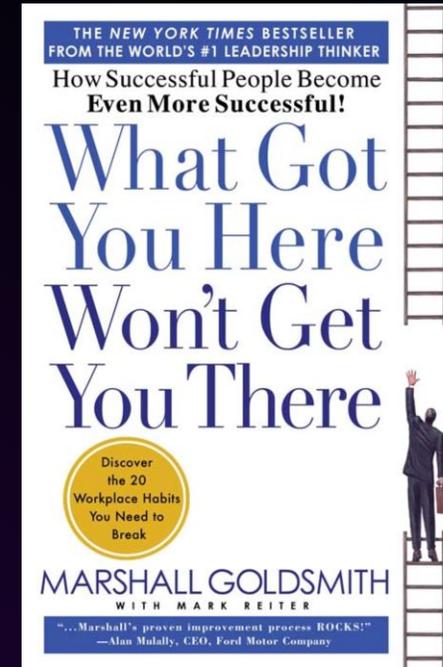
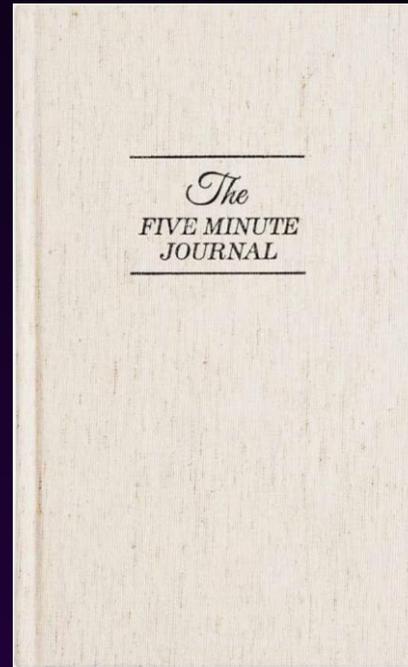
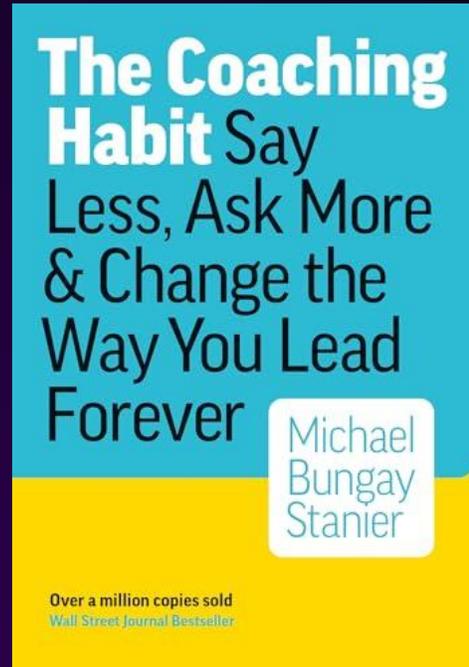
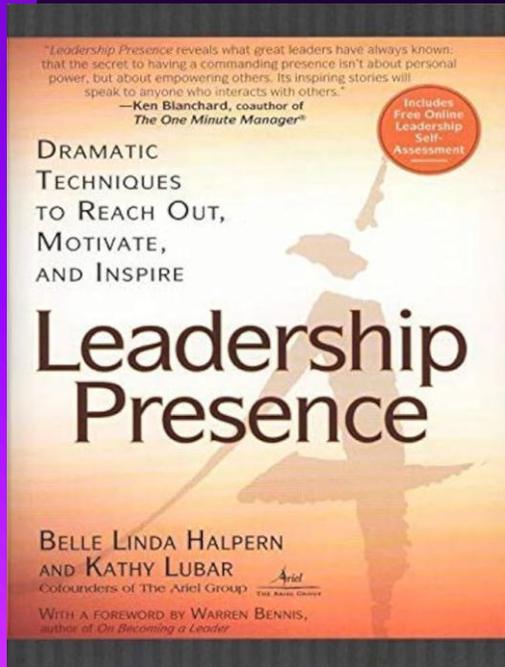


# One Other Thought: What do you want to leave behind?



4th Stage  
(Retirement)

# SOME SUGGESTED RESOURCES



**WHAT'S ONE ACTION YOU'LL TAKE  
THIS WEEK TO ADVOCATE FOR  
SOMEONE ELSE?**

# THANK YOU

---

**Curtis Mischler**

**[Linkedin.com/in/cmischler](https://www.linkedin.com/in/cmischler)**



I'd love to hear from you!

Please don't connect if you just want to sell me something