

Newsletter

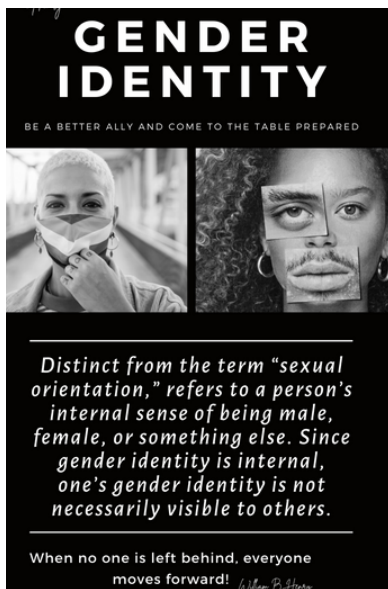


Welcome to the Lighter Side!

We live in a world that is filled with truly heavy conversations. The purpose of this newsletter is to expose you to the lighter side of Diversity, Equity and Inclusion. By no means do we take this subject lightly! However, we do feel that things happen in everyday life that highlight the fact that we should be conscious of the areas of Diversity, Equity and Inclusion! To that end, I will provide you with anecdotal stories that happen on my everyday journey that will make you laugh, think, self reflect and hopefully explore a deeper conversation in the space with those who are ready for the conversation ... Welcome to the Lighter Side of Diversity, Equity and Inclusion!

Word of the Month "Gender Identity"

Distinct from the term "sexual orientation," refers to a person's internal sense of being male, female, or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others.



Star Power Organizations

Star Power Organizations have a focus on D.E.I.I. Employees experience greater job satisfaction, increased levels of trust among teams, & generally have a much more engaged workforce compared to organizations who do not have a D.E.I.I. focus. This month we recognize KOA as a Star Power Organization in the implementation and focus of D.E.I.I. in their organizational culture.

Featured article

"THOSE CALIFORNIANS"

Oftentimes when we think about Diversity, we immediately point to what we can see, which is race or color. However Diversity is a complex topic and plays out in many forums.



I live in the state of Montana and we are a very PROUD STATE. Like many states, we are struggling with staffing shortages and do not have enough qualified individuals to fill jobs! Given that our birth rate is not keeping pace with the demand for employees, we have to consider how to recruit additional talent from other places including Californians!

I have heard in many circles "THOSE CALIFORNIANS" are moving to our state and:

- 1.) Driving up housing prices
- 2.) Increasing Traffic
- 3.) Over populating our schools



When I hear this, I often ask: then where should potential talent come from... Then I get BLANK STARE...

This is not a knock on Montanans as I am proud to live here and I know this happens in other communities as well! However, when pride of state crosses over to exclusion of others based on where they are from, how do we continue to create highly productive business communities?

To that end, I would submit to anyone who is a mainstay in any community, be intentionally inclusive as new residents explore your communities! It will go a long ways in building Diversity of Thought, and Inclusion of highly needed talent!

To all my Montana family, let's welcome "Those Californians".... WE NEED THEM!

William B. Henry



William B. Henry
Founder & CEO