

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 "Cisgender"

A term for people whose gender identity, expression, or behavior aligns with those typically associated with their assigned sex at birth.

CISGENDER

BE A BETTER ALLY AND COME TO THE TABLE PREPARED



A term for people whose gender identity, expression, or behavior aligns with those typically associated with their assigned sex at birth.

When no one is left behind, everyone moves forward! *William B. Henry*



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 Sibanye Stillwater as a Star Power Organization for the commitment and dedication they exhibit to create a diverse and inclusive organizational culture. Thank you for all you do Sibanye Stillwater in your company, our community, and the world to create cultural change. Our hats are off to you!

Featured article

"Phrases that make you go Hmmm..."

We all come from different backgrounds and cultures. Our upbringing and exposure help to shape the people that we are today.



In addition, it provides us with slogans/cliches that we carry into other environments that may be offensive in some settings.

As many of you know, I have the opportunity to host workshops all over the country. From my interactions with workshop attendees, I hear all types of things that truly make me go... hmmm. I should say upfront, I do believe that most of the people mean no harm at all, but actually are trying to find a way to have a conversation in which they are totally unsure about! Given this, we have the social responsibility to give those individuals grace and try to educate them on why the phrase could be interpreted in a way that it was not intended.

So without any further ado, here are some of my favorite things that have made me go hmmm...

1. I Have a Black Friend...
2. My family is not racist... We have a (fill in the blank) in our family...
3. Our business does not need to be diverse because we are successful...
4. We don't have time to focus on Diversity, Equity and Inclusion...



Go back and read those again! Now, when you encounter something similar, you now have a responsibility to say.... TELL ME MORE! Asking them to "Tell me More" allows a person to explain their position without conflict. It also gives you an opportunity to regain your composure if you may have lost it while giving you the opportunity to learn more about what a person might actually mean.

Now you have a new tool and a new responsibility. When you hear things that may be misinterpreted, you have to keep your composure and ask the person to.... Tell Me More!

If we are willing to do this, we make the uncomfortable conversation a little more comfortable and gain the opportunity to educate a little more about this most important topic! I look forward to hearing about your experiences.

Continue to do great things!... Until Next Month!

William B. Henry



William B. Henry
Founder & CEO
