

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 "Intersectionality"

A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.



Chamber of Commerce

Star Power Organizations

Star Power Organizations have a focus on D.E.I.I. This month we recognize The Billings Chamber of Commerce as a Star Power Organization. They are working diligently to ensure that businesses in the community have the tools and resources needed to ensure top talent feels a sense of belonging when moving into the community. Our hat is off to you for leading this charge in the Billings and surrounding communities. We support your endeavors and wish you continued success in all of the work you are doing to ensure businesses are prepared to be employers of choice!

Featured article

"Friendly But NOT Neighborly"

I have the great fortune of traveling all over the country to host workshops around the topics of Diversity, Equity and Inclusion. After conducting workshops, I often take time to debrief as it gives me an opportunity to learn from those who have attended the sessions.



Over the past six months or so, I've had two different individuals say a phrase that has stuck with me. The phrase is "Our community is friendly but not neighborly!" Let me point out this was in two separate communities and these individuals have no connection to one another. I found this to be extremely interesting and made me ponder the following questions:

1.) What "blindness" must we consider and work to change to make individuals feel more comfortable in our communities?



2.) When a family moves into your community what obstacles do they face to feel a sense of belonging?

3.) How does one find their "scene" in a new environment to lessen the blow of not feeling included in a community?

As leaders and stewards of this work in our respective spaces, I think it is important to consider what we can do to help new individuals, people in the community that do not feel connected, and business leaders find their scene. If we are willing to participate in the process, our actions will be replicated by those around us!

So the next time that you are at coffee or lunch with some of your constituents, pose the question: Is the community we live in friendly and not neighborly and what can we do to change the dynamic?

Remember, we all play a role!! Until next month!

William B. Henry



William B. Henry
Founder & CEO
