

# Newsletter

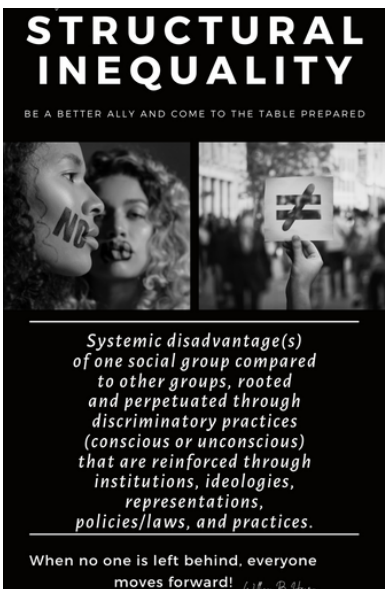


## Welcome to the Lighter Side!

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 in 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 "Structural Inequality"

Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws, and practices.



### 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 AWARE as a Star Power Organization in the implementation and focus of D.E.I.I., communication, trust, leadership and their overall commitment to exceptional employee training and satisfaction.

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# Featured article

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## "ELEVATOR EITQUETTE..."

EVERYONE LOOK UP... Isn't that proper Elevator Etiquette?

I am always astounded at how we act when we are in an elevator with fellow humans! It is one of the most intimate spaces that you will share with a stranger and yet we choose to make it even weirder!



Many people go out of their way NOT to make any type of contact or to exchange simple pleasantries! We have decided that we would rather spend 45 SECONDS of our life in the most awkward situation ever! What if we took the opportunity to make a quick connection, exchange a smile, or to even yet we actually speak! Just think how it might make a person feel!



As we work towards trying to create more inclusive communities, I'm often reminded of my personal experiences in elevators. I intentionally speak, I am complimentary and remind the person to have a sensational day!

So the next time you are faced with an "elevator situation" think about the following:

- 1.) How can I make the other person more comfortable?
- 2.) What preconceived notions am I bringing into this situation?
- 3.) What is the ultimate outcome I would like to see?

Now that you are aware of how we sometimes act, I challenge you to... DO BETTER!

Happy "elevator riding".... Until Next Month

William B. Henry



**William B. Henry**  
Founder & CEO

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