

# Newsletter

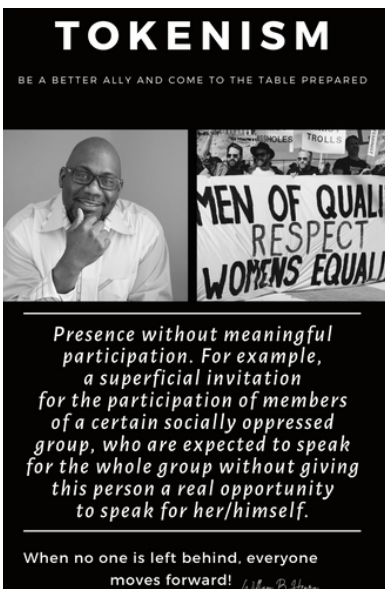


## Welcome to the Lighter Side!

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 "Tokenism"

Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.



## 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 Billings Clinic as a Star Power Organization in the inclusion and focus of D.E.I.I., open conversations, creating cultural change and a commitment to training team members to represent D.E.I.I. throughout the organization.

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# Featured article

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## "I HAVE A BLACK FRIEND..."

One of the most awkward experiences we have is trying to start a conversation with someone we don't know. Add elements like, color, cultural differences, and gender and it gets even more interesting!

As many of you know, I travel quite a bit and I am often asked, what do I do for a living. Inevitably, it comes up that a lion share of my work is in the DEI space. To try to deepen the connection, the person on the other side of the conversation will nervously say something like, "I Have A Black Friend." To which I commonly respond, "oh wow, I don't so you should introduce me to your black friend!"



Then I get the weird head tilt and the largest metaphorical question mark appears on their face as if to say without saying "you don't have any black friends??"



Understanding that the individual is working hard to connect, I give them grace in the space. However, for some that can be rather offensive.

Just remember once you are in the conversation, be AUTHENTIC! Organic conversations have a flow and there is no need to infuse things that are not needed. People of all backgrounds want to connect authentically and share a genuine common connection.

Try to create connections through things that are less sensitive and that are mutually "comfortable" for both parties. Once you have established some foundation for the relationship, then you can move into "uncomfortable" space!

Until next month... Continue to do great things!

William B. Henry



**William B. Henry**  
Founder & CEO