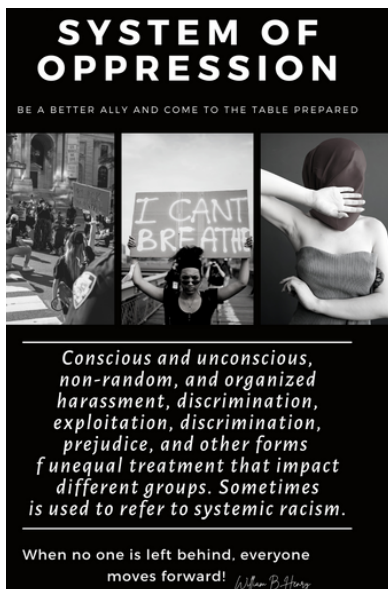


Newsletter



Word of the Month "SYSTEM OF OPPRESSION"

Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice, and other forms of unequal treatment that impact different groups. Sometimes is used to refer to systemic racism.



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 Montana State University Billings as a Star Power Organization in the equity and passion of D.E.I.I., facilitating learning experiences, and a commitment to training team members to represent D.E.I.I. throughout the organization.

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!

Featured article

"WHO IS RESPONSIBLE FOR STARTING THE CONVERSATION?..."

As we continue to navigate the space of Diversity, Equity and Inclusion, I am often asked who is responsible for starting the conversation. I am not sure I can tell you who is responsible for starting the conversation, but I will share that the conversation is necessary!

To that end, in the workplace if leadership makes the decision to immerse in a cultural shift that leads the organization down the path of Diversity, Equity and Inclusion, leadership is saying to staff that "We are willing to start the conversation." Understanding how tough this can be, a few things should be clearly understood:

- This space is not easy for anyone involved in the immersion and all parties involved should give one another grace!
- As you embark on this journey, everyone involved WILL make mistakes. This is normal and should be expected. Given the emotional charge that is related to this topic, be kind and try to ensure you understand the intentions of all parties involved!
- This is not about being WOKE! This is about how we attract and keep talented individuals in our communities, create a scene for individuals to be respected and treat people fairly and embrace them for their diverse ways of thinking!



If you took the time to pause and celebrate Labor Day, please keep in mind the Labor of Love while creating a diverse and respected community.

Remember, when no one gets left behind, WE ALL move forward... Until next month....

William B. Henry



William B. Henry
Founder & CEO
