

Newsletter



Word of the Month "INCLUSION"

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.



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 First Interstate Bank as a Star Power Organization in the implementation and dedication of D.E.I.I., embracing opportunities to give all team members experiences, and D.E.I. knowledge to incorporate 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

DO ALL... (Fill in the Blank)

I am fortunate in that I get to move all around the country educating people in something that is very important to me: Diversity, Equity and Inclusion. Oftentimes, I am asked some of the most random things you could imagine so I use this forum to write about them!

One of the questions that I am frequently asked is:

Do ALL Black People (fill in the blank)

- a.) Like chicken
- b.) Like Sports
- c.) Drink Kool-Aid



First and foremost, I DO NOT speak for all black people. When I am asked that I often give a blank stare or giggle thinking to myself, how would I know what all black people like. As a good friend of mine would say, I have not been nominated to represent an ENTIRE race therefore, I do not feel equipped to answer questions for them!



This, my friends, is a prime example of stereotyping! If you have questions, which we all do, when applicable ask the person about themselves and not their entire race. As we navigate what can be entirely uncomfortable space, lets do what we can to make it as palatable as possible... We all play a role!

William B. Henry



William B. Henry
Founder & CEO
