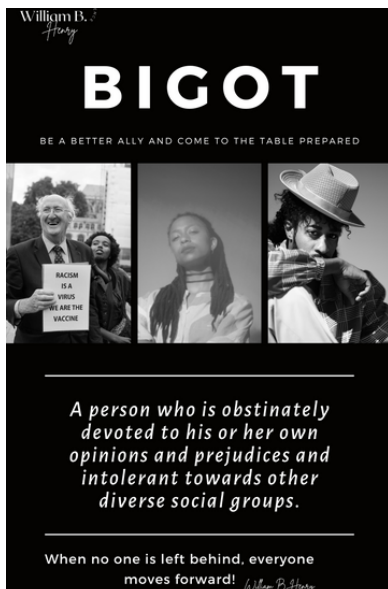


# Newsletter



## Word of the Month "BIGOT"

A person who is obstinately devoted to his or her own opinions and prejudices and intolerant towards other diverse social groups.



## Who do you know?

### Nominate a Star Power Organization!

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. Every month we recognize an organization as a Star Power Organization for their implementation and dedication of D.E.I.I. There are so many ways of incorporating D.E.I.I. into an organization and team dynamic. Every organization is working at their own pace, and we recognize the value and commitment of this work! Please send me an email telling me why you think your organization is a Star Power 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!

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# Featured article

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## WHAT ARE YOU HAVING FOR THANKSGIVING?

As we embark on the holiday season, I hope that each of you find the time to spend with those that you love! The one thing that I have found that brings people together is FOOD! Given that Thanksgiving is right around the corner, I hope that you use this holiday to think about all of the different cultures that exist even in your own neighborhoods!

Don't believe me, this holiday when you run into your neighbors, I want you to ask them this simple question: What is the one thing that you and your loved ones have at Thanksgiving dinner that some would consider non-traditional? I asked this question during my workshops and here are some of the things that I have discovered:



Roasted Brussel Sprouts	Caesar Salad
Corn Casserole	Shrimp Scampi
Tacos	Plum Pudding
Oyster Dressing	Key Lime Pie
Collards Greens	Mac & Cheese
Candy Yams	Beets
Prime Rib	Pound Cake



Now at this point you are either hungry or have your head slightly tilted to the side thinking hmmm... The idea is that we ALL bring something different to the table and whether you like it or not is not the issue. The main issue is can we respect the differences that we all have. If you can, you are a rockstar and embracing the very essence of DIVERSITY!

So this year as you gather remember that it takes us all to make up this beautiful world and the experience that each of us provide is truly the beauty of our existence! Happy Thanksgiving to each of you and remember: We all Play a Role... Until next time

William B. Henry



**William B. Henry**  
**Founder & CEO**