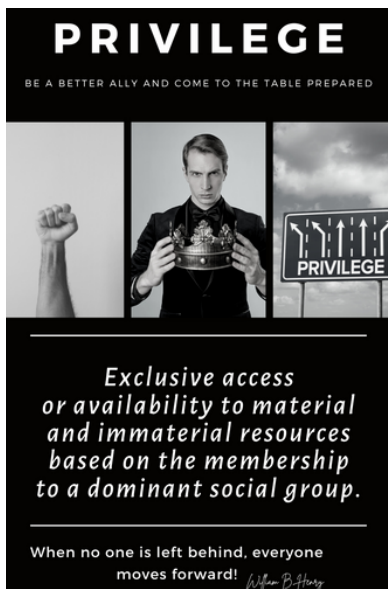


Newsletter



Word of the Month "PRIVILEGE"

An inclination or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.



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!

Featured article

For Some, This Will NEVER be an issue... UNTIL IT IS!!

As many of you are aware, I am fortunate to have the opportunity to host workshops, work with clients and conduct keynote speeches all over the country related to Diversity, Equity and Inclusion. In many instances, I hear DEI "is not an issue" in someone's personal or professional life... and then it HAPPENS!

- For the first time in their career, they get a new boss that is FEMALE!
- Their child brings home a significant other who is not the same RACE!
- At their church, the first GAY couple is accepted into the congregation!



At this point, it is in "their backyard" and these individuals are now challenged to deal with their emotions surrounding this change. I have received a number of calls from folks apologizing for not taking the material as seriously as they should have because it didn't impact them. To those, who have continued to consume our content, I offer you the following:

- ALL people simply want to be treated with dignity and respect
- We are ALL different and respecting those differences is truly at the core of diversity



At some point in our lives, we are ALL susceptible to experiencing a mind shifting event. It's not the event that is important, it is how we make others FEEL while dealing with such an event!

Remember, our communities are composed of all types of diversity and ensuring those in the community feel a sense of belonging is paramount to the success of it. Your role is important so play it well.

Happy Holidays... Until next time...

William B. Henry



William B. Henry
Founder & CEO