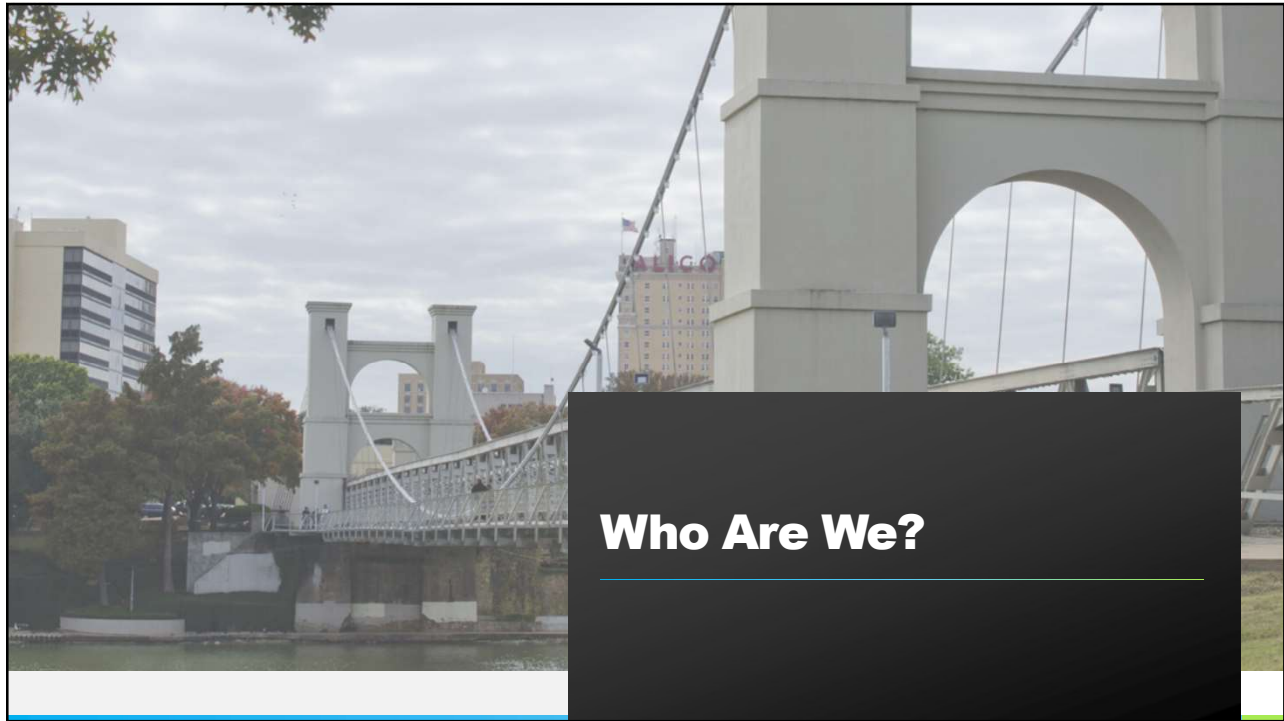


International Speaker
Director of Success
Waco Resident
Board Member
Influencer
Writer
Wife
Mom

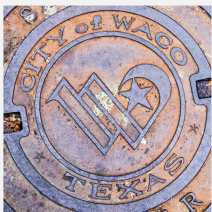


Who Am I?





The Stats



Population

 130,659

 47,188



Race & Ethnicity

White	43.3%
Hispanic	31.8%
Black	21%
Asian	2%
Mixed	1.7%
Other	.7%



Income

\$34,099



Median Age

28.5



Gender

 64,308

 67,688

**Why are we
still talking
about
diversity
and
inclusion??**

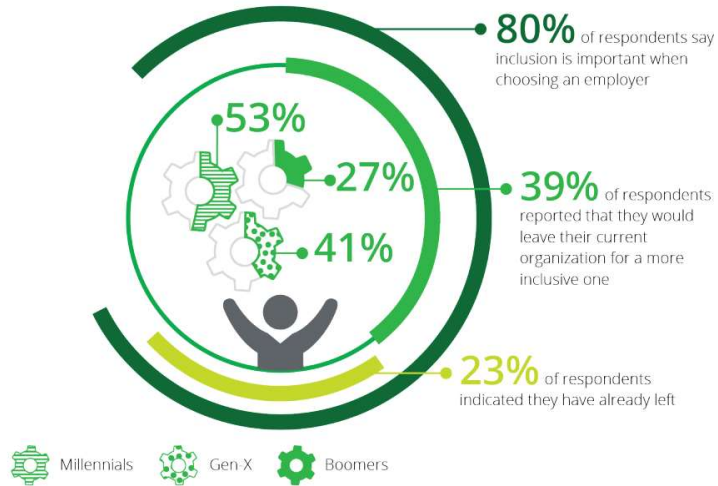


Diversity

Inclusion

5

Inclusion is essential for engaging and retaining today's workforce



NAME OR LOGO

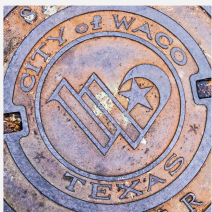
- You will offend someone at some point.
- Accept peoples truth.
- Listen. We all have a unique world-view.
- We must allow ourselves to be vulnerable when talking about diversity.

Tough Talk






The Stats



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 130,659

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Median Age

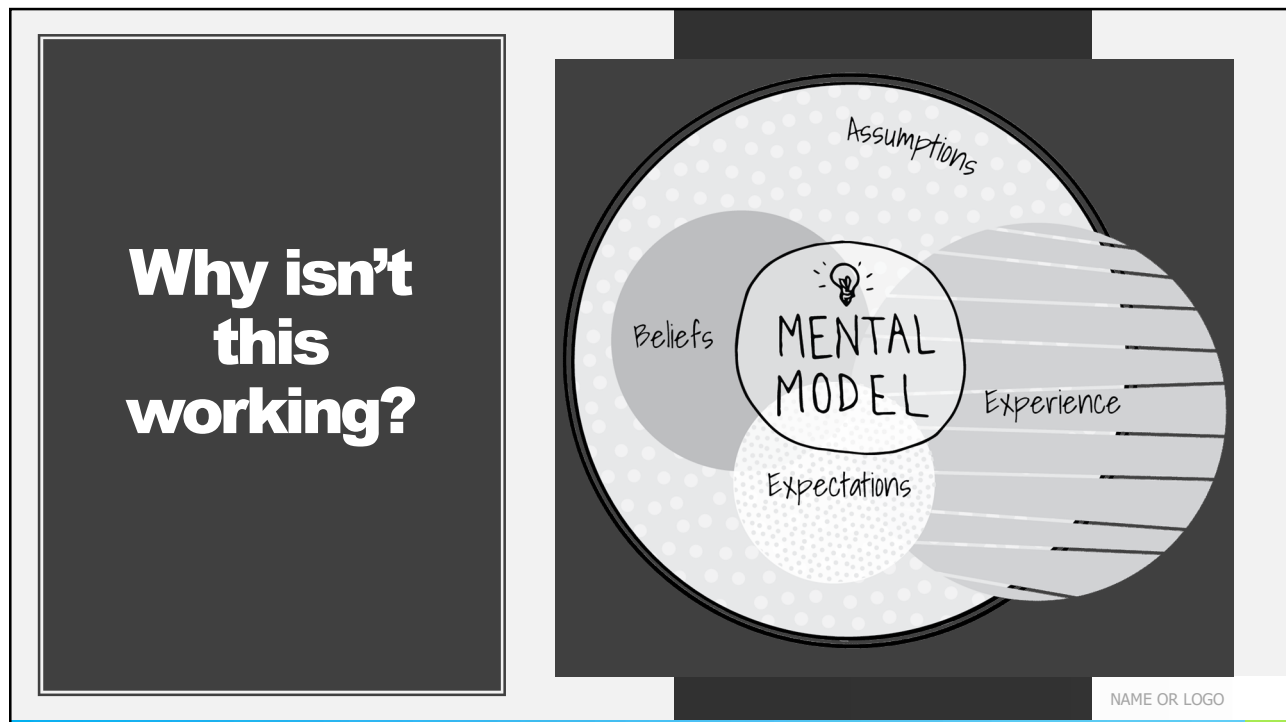
28.5



Gender

 64,308

 67,688



Do you or those around you have the following beliefs about how to fight flu?



Flu can be cured after a sweat.



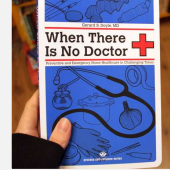
Taking OTC meds can cure flu.



Taking hot baths can cure flu.



Drinking flu herbal tea can cure flu.

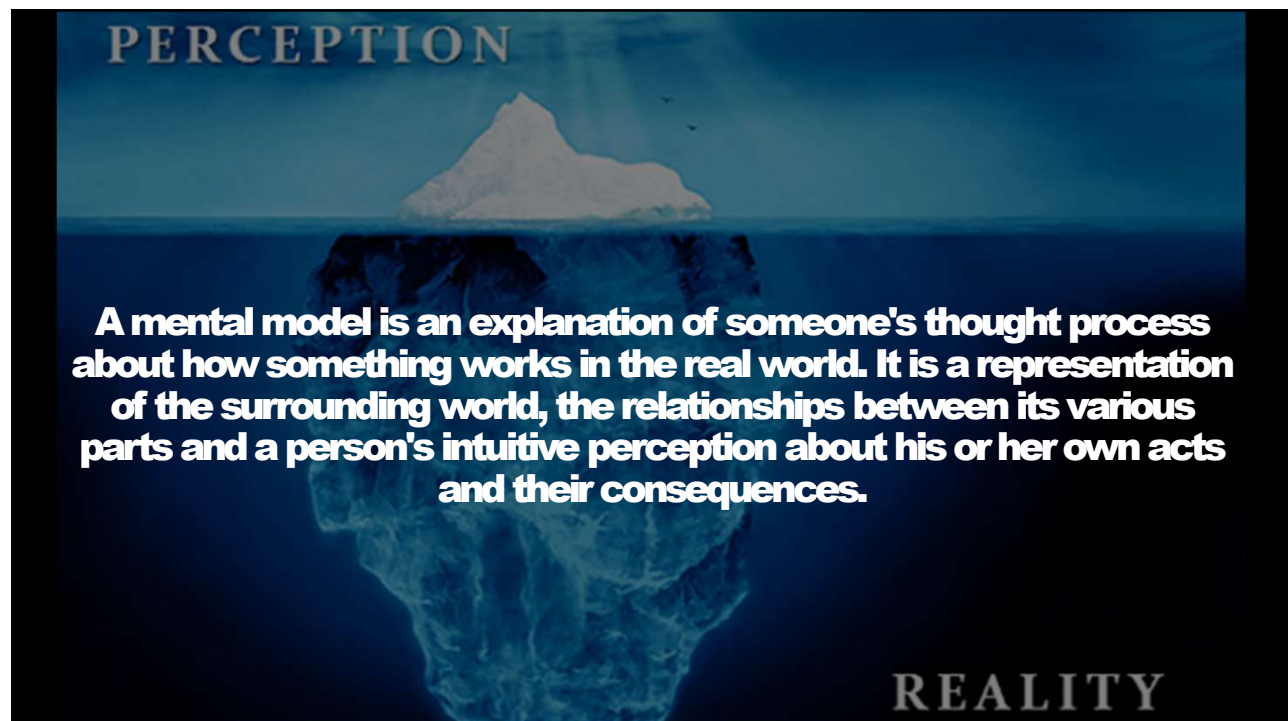


There is no need to see a doctor.



Only a Doctor and a prescription is effective.

NAME OR LOGO



Mental Model Transformation Worksheet

Example: Rethinking the Perfectionist/Competitor Mental Model

Current Mental Model	New Mental Model
I believe that in order to be a successful I must....Clearly articulate	What is a more productive way to look at this? Clearly articulate
I have to be the best in everything I do, no matter what.	I just have to do my best in any given moment not be the best.
Having all the answers implies that you are intelligent and valuable.	When I focus, my results are always excellent.
How long have you held this belief? Did someone tell you? Did it come from you?	Comparing myself to others is illogical, never applies to applies.
Since I was a kid in school, 4th or 5th grade. It was my conclusion.	Everyone is on their own path, independent of mine.
Is it True? Are you 100% certain?	I will not give my power away by comparing myself up to others.
Definitely not, it is a choice I am making.	
Behaviors: How do you respond?	New Behaviors: What will you do instead?
	When I feel the trigger I will choose a different response
I put too much pressure on myself, creating stress and anxiety.	I will breathe, relax, trust my judgment and invite other's input.
I overthink everything and always question my judgement.	I will compliment my colleagues when they do a good job.
I compare myself to others and feel jealous and resentful.	I will share information with others.
I won't trust anyone with their input, I cannot collaborate well.	
Triggers: How do you feel right before you respond?	Success Measures: How will you know progress?
What specific thoughts come to mind?	
I feel anxious with a pit in my stomach sometimes a little nausea.	I will be chosen to work on team projects instead of solo projects.
Thoughts: "I can't let that person outperform me"	I will feel less stressed and take better care of myself.
Thoughts: "What can I do to show that I am the best?"	I will be able to position myself for a leadership role.
What are the Results of my Behavior: Positive and Negative	Commitment: What will you do to sustain the process?
How does my mental model serve me, how does it harm me?	
Good work product evaluations, I get the work done well.	Recognize and celebrate my successes.
I feel good about myself when someone tells me I am the best.	Be kind to myself when my old behavior kicks back in.
Cited for poor teamwork and interpersonal skills.	Keep practicing, focusing and evaluating progress.
Not considered having leadership/management potential.	What is my motivation to change?
Sleepless nights- I review completed work and emails over and over.	I want to improve my relationships in all aspects of my life.
Sense of satisfaction I get is short-lived, then I am on to the next thing.	I am often miserable-I want to be happier, healthier, more successful.

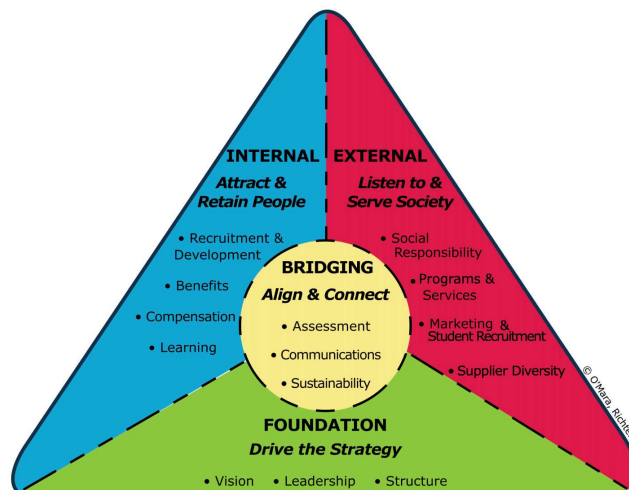
Key: Mental models are your beliefs, assumptions and expectations so it is important to answer all of these questions the way you say it to yourself. It has to have meaning only to you!

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The Work

How will we get there?

"He who fails to plan
is planning to fail."



Global Diversity & Inclusion Benchmarks

Strategy

Phase 1
Know the Real Problems



Phase 2
Learn the Real Numbers

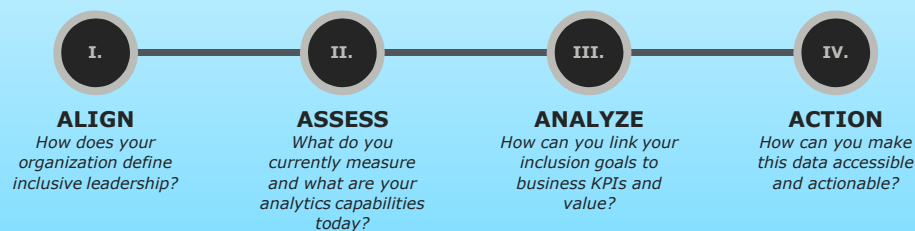


Phase 3
Agree on Real Consequences



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True behavior change occurs when tracked and monitored – analytics is a critical component of the value chain that is woven throughout to **drive accountability.**



How does your organization incorporate inclusive behaviors into its core values?

CONSIDER THE FOLLOWING:



Cognizance: Are teammates aware of their own behaviors and bias?



Curiosity: Do employees bring an open mindset and a true desire to know their people?



Courage: Do leaders speak up against entrenched organizational challenges to transform the status quo?



Cultural Intelligence: Are coworkers respectful of cultural differences and flex their style to drive team performance?



Commitment: Does the company publicly demonstrate a commitment to D&I, organizational values, and culture?



Collaboration: Do leaders create and empower diverse teams for better collaboration and innovation?

This push must be value-centric, embodying behaviors that relate directly back to an organization's values and culture to bring it all together

The Tipping Point

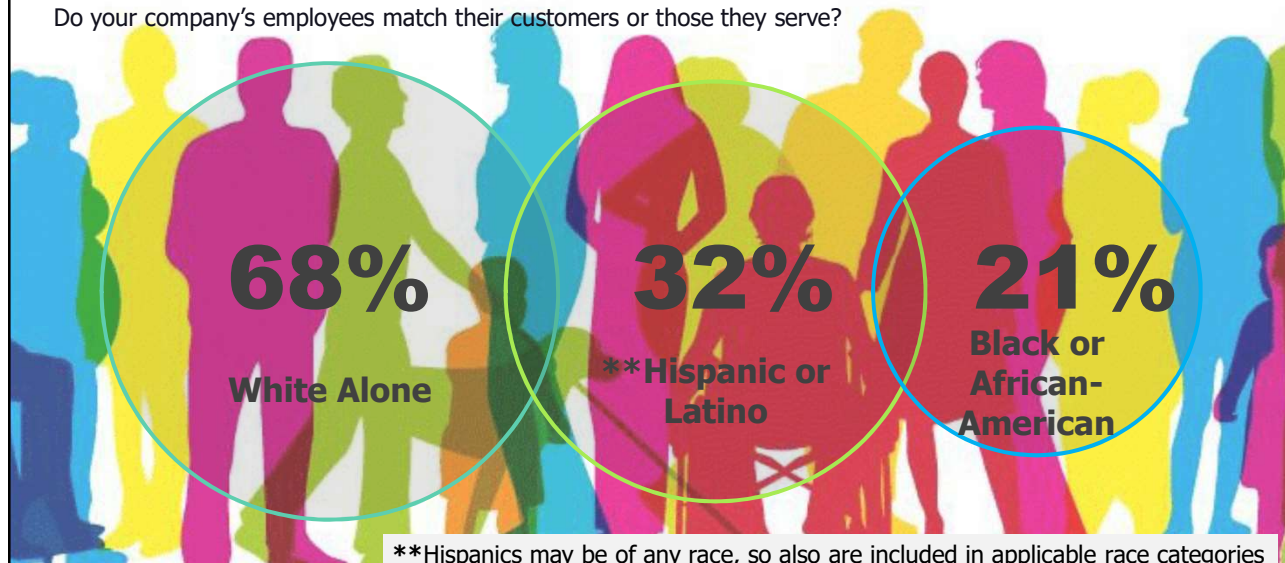


25%

Newcomers were effective in changing minds only if they made up at least 25 percent of the total population. Anything less than that, and their suggestions never took off. Anything more than that, and their alternatives completely replaced the previous status quo. There was nothing in between.

Demographics

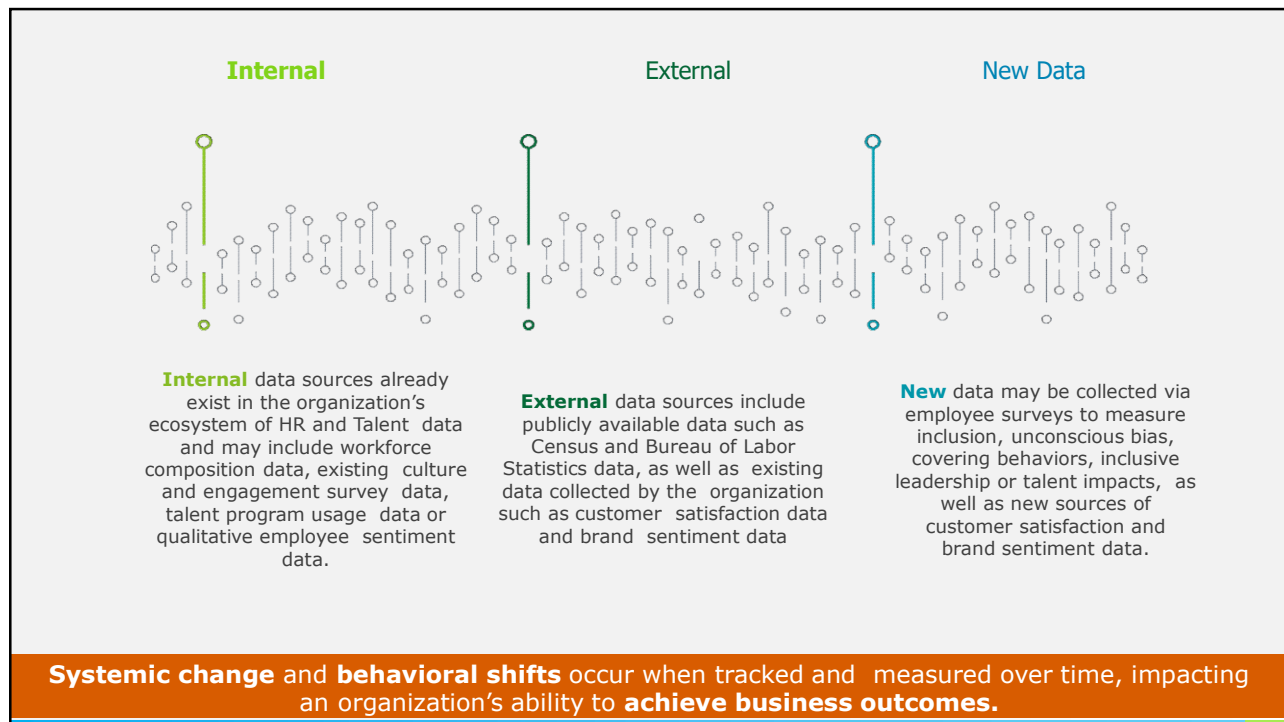
Do your company's employees match their customers or those they serve?



**Hispanics may be of any race, so also are included in applicable race categories

Old rules	New rules
Diversity is considered a reporting goal driven by compliance and brand priorities	Diversity and inclusion is a CEO-level priority and considered important throughout all levels of management
Work-life balance is considered a challenge for employees to manage, with some support from the organization	Work-life balance, family, and individual wellness are all considered part of the total employee experience
Companies measure diversity through the demographic profile of designated groups defined by attributes such as gender, race, nationality, or age	Companies measure inclusion, diversity, and lack of bias in all recruitment, promotion, pay, and other talent practices
Diversity is defined by gender, race, and demographic differences	Diversity is defined in a broader context, including concepts of "diversity of thought," also addressing people with autism and other cognitive differences
Leaders are promoted on "merit" and experience	"Merit" is unpacked to identify built-in biases; leaders are promoted on their ability to lead inclusively
Diversity and inclusion is a program of education, training, and discussion	Diversity and inclusion goes beyond education to focus on debiasing business processes and holding leaders accountable for inclusive behavior
Companies regularly report progress on diversity measures	Companies hold managers accountable for creating an inclusive culture, using metrics to compare them against each other

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Thank You

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