

DIVERSITY CREW

Thank you to everyone who participated in our ROI of DEI – The Great Resignation event held on May 19th, 2022!

We had several people ask if we could share the chat history as it contains some great nuggets of information including stats, 'ah-ha' moments and even a few good jokes!

If you have any questions or want to reach out and start discussing your DEI journey, contact us today at LetsGo@DiversityCrew.com.

00:25:23 Timothy Hughes (he/him/his): I've so been looking forward to today's discussion!
00:25:40 Telesa Walton: Indeed! So excited for today!
00:25:45 Elisha Jackson: Same here!
00:25:53 Lewana "Harris": Good morning! Me, as well. Here from Tulsa, Ok
00:25:54 Julius Brownlee: Good morning from the great state of Kansas
00:25:57 Telesa Walton: Welcome from Dallas, Tx!
00:25:58 Alise Isbell: Hello from Houston
00:26:06 Shell Roth: HI from Houston!
00:26:11 Stacey Watanabe: Hi from NH
00:26:11 Katia Delgado: Hello from Dallas! Excited to be here
00:26:18 Nick Lieberman: Welcome Everyone!
00:26:19 Christopher Santiago: Greetings from Waterville, ME
00:26:22 Angela "Pointer": Hello from the DMV
00:26:25 Kristin Durney: So excited to be here today!
00:26:28 Leona C. "Martin": Greetings from Boston!
00:26:29 Evan Williams: Hello from Minneapolis
00:26:35 Sharon L. "Jones": Good Morning All, from Philadelphia, PA
00:26:38 Victoria Baker: Hello from CT!!
00:26:43 Sarah Adejuwon: Hello from London UK
00:26:44 "Trebor ""Bo"" Powell: Good morning from Texas!
00:26:47 Lindsay Betros-Thoennissen: Hello from Tampa, FL
00:26:53 Marcos Pesquera: Good Morning from Dallas, Texas
00:27:01 Timi Lindsay: Hello from New Jersey!
00:27:03 David Cocco: Good morning from Orlando, Florida
00:27:04 Khori oreland: Hello from Dallas, TX
00:27:05 Sue Deaton: Hello from NC!
00:27:12 Sabrina Townsend: Good Morning from North of Dallas, TX
00:27:12 Ashley Brundage: Hi from Tampa Florida!!
00:27:13 Tallice Carr: Good morning from Atlanta, GA!
00:27:14 Desmond "Blair": Hello from Dallas!
00:27:17 Kris Nurse: Good morning from Dallas!!
00:27:26 Terry "Bradford-Crane": Good Morning from the PACNORWEST.
00:27:26 Takeshia Roberts: Good morning from Houston, TX
00:27:27 Lindsey Galli: Good morning from Sacramento, CA :)
00:27:31 Lisa Ong: Yes! Welcome from Plano, Texas.
00:27:33 Nick Lieberman: <https://diversitycrew.com/dei-certification/>
00:27:44 Ashley Ellis: Good morning from Marietta, Georgia!
00:27:44 Volha Ramanouskaya: Good morning from Dallas.
00:27:51 Katia Delgado: Hi Volha!
00:27:53 Kay Fuqua: Good Moring from DFW

DIVERSITY CREW

00:27:55 Debra Roling: Good morning from Dallas.
00:28:08 Lisa Ong: Diversity Crew rocks. Thank you!
00:28:12 Pete Hanlin: Good morning (also from Dallas :^).
00:28:22 Katia Delgado: Hi Pete, great to have you!
00:28:24 Shari Markey: Hi from Dallas!
00:28:40 Volha Ramanouskaya: Hello, Katia. Team - I literally just switched from internal Citigroup prep meeting to host a global DEI panel conversation.
00:29:08 Sheryl Campbell: Good to have you here Volha.
00:29:15 Katia Delgado: Wonderful - we are happy to help
00:29:35 Chidimma Nwaedi: Hello from Dallas
00:29:57 Andrea Anderson: Great morning everyone!
00:30:26 Patrice Mayo: Hello from Tennessee!
00:30:39 Alan Baker: Hello from Houston
00:30:43 Sheryl Campbell: Hi Patrice! Welcome.
00:31:46 Katia Delgado: Welcome, Alan!
00:31:56 Camisha Wescott: Hello everyone. Camisha Wescott from NJ
00:32:06 Nashauna Johnson-Lenoir: Hello from MN!
00:32:08 Sheryl Campbell: Hi Camisha! Welcome.
00:32:11 Katia Delgado: Glad to have you!
00:32:35 Shell Roth: yes, it's a terrible feeling to feel that you don't belong. 20 years in corporate I felt that way.
00:32:38 Alan Baker: Thank you Katie!
00:33:03 Deepa Krishnan: Hi Clan- its Deeps from Austin!
00:33:18 Katia Delgado: Shell, it is unfortunately a feeling that many share
00:33:57 Cydney Barnes: Good morning, Cydney Barnes from Seattle
00:34:06 Janet Fouts: Good morning from San Jose CA! Remote work has intensified the negative behaviors for so many
00:34:21 Sharon Ellis: Good Morning from Atlanta, GA!
00:34:30 Katia Delgado: Janet, you are absolutely right - it's a double-edged sword
00:34:36 Gina Lunsford: Good morning from Charleston WV!
00:34:47 Joyce Scott: As a very experienced, certified, expert-level Career Coach, clients have "felt" this way a long time, today the feelings are prompted by extremely poor management and leadership. We have never had a time when professionals are taken for granted more, paid less, and barely heard, at work. Metrics are Not firm, one person to the next. People are uninvolved, and they know with the right, economically valued skills, they can make moves and improve their work-life. People also have keen knowledge they work to have a lifestyle not to fully actualize. Those changes were in place well before the Pandemic - now, all this is amplified. Good to share this as I have global clients and love to share real-world experiences.
00:34:50 Damita Snow: Hello from outside of Washington, DC!
00:35:14 Lana Comstock: Remote work with many positives and negatives....
00:35:38 Julius Brownlee: MS. Scott exactly
00:35:41 Damita Snow: In office work had many positives and negatives too.
00:36:11 Lana Comstock: @ Damita yes! The relationships is what I miss most
00:36:23 Katia Delgado: It is important to build inclusive cultures in all environments - whether it's remote, hybrid, or in-person
00:37:34 Damita Snow: @Lana Yes, relationship building is harder in the virtual space. I also agree with @Katia. We have to do the work.
00:38:59 Shell Roth: ha, "well being" in corporate America? Don't think so, at least when I was there 15 years ago

DIVERSITY CREW

00:39:38 Katia Delgado: It also often takes the form of a "wellness training" during your lunch break - yikes

00:40:21 Nick Lieberman: <https://diversitycrew.com/assessment/>

00:40:38 Shell Roth: Assessment is crucial, you have to measure to see if you impact.

00:40:43 Janet Fouts: Wellbeing offerings are so much more in the workplace today. Including so-called "soft skills" like emotional intelligence, mindfulness and meditation to help people be more grounded, present and focused

00:41:01 Shell Roth: that's great to hear Janet!

00:41:28 Kris Nurse: DEI is not an event it should be built through the employee lifecycle starting with attracting to offboarding...then it becomes organic

00:41:30 Sabrina Townsend: I love that, individual listening sessions! Psychological safety is key!!

00:42:01 Janet Fouts: There is no trust without psych safety

00:42:41 Lindsay Betros-Thoennissen: I'm obtaining an MSW and agree with that statement wholeheartedly!

00:42:51 Nick Lieberman: <https://alternativewealthpartners.com/>

00:43:36 Telesa Walton: So true @Kris Nurse!

00:43:42 Sue Deaton: Love the phrase "curiosity for all that is human"...

00:43:52 Montreece Hardy: Ability is very important

00:44:05 Nick Lieberman: <https://diversitycrew.com/michellew>

00:44:07 Kay Fuqua: Is event being recorded and shared? I'm unable to stay for the whole event.

00:44:14 Montreece Hardy: Tends to be left out of this conversation

00:44:29 Montreece Hardy: Yes!!!!

00:45:10 Montreece Hardy: Yea to the disability stats!!!

00:45:48 Timi Lindsay: Thank you everyone for joining!!!

00:46:30 Timi Lindsay: It's important to ensure we advertise that we value individuals with diverse backgrounds to include those with disabilities!

00:47:07 Nick Lieberman: <https://alternativewealthpartners.com/>

00:47:40 Dee "Allen": @Timi thank you for the invite.

00:47:41 Johnathan Williams: Thanks Timi for hosting this event.

00:47:57 Khori oreland: That's me!

00:48:10 Montreece Hardy: Yes I am so so excited about that and I stand corrected!! Thank you Timi!!

00:48:12 Khori oreland: JK, this is Kelly!

00:48:25 Ashley Brundage: Yay!! Kelly!!! Thanks AWP for sponsoring!!!

00:48:49 Khori oreland: This is Kelly Winget, I am just logged in under Khori's name.

00:48:55 Renita Smith: Looking forward to reading the new book!

00:48:57 Timi Lindsay: Thanks @Dee! Glad to have you with us today!

00:49:17 Nick Lieberman: <https://diversitycrew.com/library/>

00:49:18 Kimberly Misheck: Shout out to Chris!

00:49:19 Katia Delgado: Hi Kelly, thanks for supporting DC!

00:49:26 Kay Fuqua: Chris Mooreland is very inspiring and am loving his book. Thank you Diversity Crew for sponsoring the event to actually meet Chris.

00:49:46 Timi Lindsay: Thanks for joining us, @Johnathan!

00:49:53 Nick Lieberman: <https://diversitycrew.com/chris>

00:51:01 Timi Lindsay: Thanks for joining us, @Montreece!

00:51:04 Alex Byrd: So excited with anticipation about reading the book.

00:51:29 Lewana "Harris": Question. Is it just my computer that has a black square in the middle of the screen?

00:51:30 Montreece Hardy: I second that @Alex 🙏🙏

DIVERSITY CREW

00:51:40 Khori oreland: I see the square too
00:51:55 Lewana "Harris: @Khori, ok thank you.
00:52:19 Alisha Malloy: Time - Thank you for the invite.
00:52:33 Timi Lindsay: Thanks for coming, @Alisha!!!
00:52:41 Elisha Jackson: Oh technology... LOL we're working on it! Sorry for the distraction.
00:52:42 Timothy Hughes (he/him/his):This presentation is SO BRILLIANT! #WOW
00:52:50 Telesa Walton: Yes, I see that too. I think DC is working on that.
00:53:03 Johnathan Williams: Chris is a genuinely nice guy. I'm so glad I attended this event!
00:53:22 Alex Byrd: @Lewana. I thought it was a podium. LOL
00:53:40 Montreece Hardy: Is the book on Audible? Just curious
00:54:24 Nick Lieberman: Kindle - https://www.amazon.com/Chris-Moreland/e/B09WZKL87Y/ref=zg_bsnr_8493717011_bl_12/000-0000000-0000000?pd_rd_i=B09WNJ4CPL
00:55:10 Telesa Walton: Great! Thanks Nick!
01:01:18 Janet Fouts: He's an inspiring speaker. Thank you Chris!
01:01:30 Timothy Hughes (he/him/his):Amazing!
01:01:39 Sheryl Campbell: so inspiring Chris!
01:01:46 Volha Ramanouskaya: He is very inspiring indeed.
01:01:49 Chidimma Nwaedi: He's a great speaker
01:01:58 Jessica Obeng: Thank you Chris!
01:02:20 Timi Lindsay: Thank you Chris!
01:02:33 Nick Lieberman: <https://diversitycrew.com/chris>
01:02:59 Katia Delgado: rainbow-washing
01:03:12 Montreece Hardy: Excited!!! Can't wait until it is available on Audible or Audiobook!! Going to go snag a copy of the hard back
01:03:17 Shell Roth: Never heard that one Katia.
01:03:27 Alex Byrd: For sure!
01:03:31 Elisha Jackson: rainbow - washing... I've never heard that one.
01:03:33 Montreece Hardy: #facts
01:03:53 Nick Lieberman: <https://diversitycrew.com/course-catalog/juneteenth/>
01:04:23 Ashley Brundage: Yay Shell!!!!!!
01:04:30 Timi Lindsay: Observances highlight a specific underrepresented group in a specific month, but should be celebrated year round!!!
01:04:33 Shell Roth: thanks Ash!
01:04:58 Nick Lieberman: letsgo@diversitycrew.com
01:05:29 Jolene Jang: FYI May is Asian American, Native Hawaiian, Pacific Islander Heritage Month
01:05:45 Nick Lieberman: <https://diversitycrew.com/kris>
01:06:04 Montie Krumnow: Also Mental Health Awareness month.
01:06:06 Timi Lindsay: Thanks @Jolene!
01:07:49 Sheryl Campbell: Jolene - we have a great, informative blog celebrating AAPI heritage .. <https://diversitycrew.com/2022/05/17/aapi-advancing-leaders-through-collaboration/>
01:08:20 Montreece Hardy: With every speaker I am more grateful for this webinar!!!! Learned quite a bit in a short period!!!
01:08:43 Katia Delgado: Montreece, completely agree!
01:08:53 Shell Roth: I agree with you Montreece!
01:09:21 Alex Byrd: "Psychological Safety" I love it!
01:10:25 Nick Lieberman: <https://alternativewealthpartners.com/>

DIVERSITY CREW

01:10:32 SHERRY DARDEN: thanks for the caption tip!!!!

01:10:44 Telesa Walton: Me too @Montreece!

01:10:48 Nick Lieberman: <https://diversitycrew.com/dei-certification/>

01:10:54 Montreece Hardy: Ooh I like the term "nerd butler"!! 😊 and yea the captions and descriptions are amazing for those of us with visual impairment

01:11:11 Debbie Smith: You have to be comfortable having uncomfortable conversations to move the needle.

01:11:19 Alex Byrd: Nerd Here!!!! Finally getting our props. LOL

01:11:23 SHERRY DARDEN: I look forward to winning!!! 😊

01:11:27 Timothy Hughes (he/him/his): AYE!

01:11:52 Kris Nurse: @Debbie ..Yes and the more you have the convos the more comfortable they become and the more belonging is created!

01:12:18 Montreece Hardy: The zoom captions are a free feature but it has to be turned on in settings and set for the replay as well. Can find quick tutorials on YouTube 🤖 🗣️

01:13:29 SHERRY DARDEN: Thanks Montreece!

01:13:40 Timi Lindsay: Psychological Safety - an environment where an individual feels included, has an opportunity to learn and contribute, and most importantly challenge the status quo.

01:13:42 Nick Lieberman: <https://diversitycrew.com/timi>

01:13:46 Montreece Hardy: VERY true especially because our veterans have an intersectional DEI experience !

01:15:19 Montreece Hardy: Thanks for that Timi I took a screenshot!! And cute blouse !!!!

01:15:27 Timothy Hughes (he/him/his): So pleased to see so many amazing service members & veterans being featured & highlighted in this space! As a proud member of a military family & a DEI specialist, this is so validating!

01:15:51 SHERRY DARDEN: I call them stay interviews

01:15:53 Montreece Hardy: My pleasure @Sherry

01:16:58 Timi Lindsay: LOL @ Montreece! Yes, I am loving the new fashion opportunities post military!

01:17:10 Montie Krumnow: One way to create a psychologically safe and inclusive environment is to pro-actively offer supports and accommodations to employees so they don't have to disclose a disability or difference. 41% of our post 9-11 veterans have a service related disability as opposed to 25% from previous generations.

01:17:43 Lisa Ong: Oh. so happy to hear from Seth Butler again. So gifted in his work.

01:17:54 Timi Lindsay: Seth is AMAZING!

01:17:54 Montreece Hardy: Oh wow - hitting the multiple intelligences with art inclusion?!? I can't wait to learn more about Diversity Crew!!!!

01:18:22 Nick Lieberman: <https://diversitycrew.com/seth>

01:19:24 Debbie Smith: At the end of the day, corporations have to recognize that employees are people and not robots. Invoking all 5 senses will help employees to bring their whole selves to work, while embracing everyone's differences. Differences make organizations stronger, but they have to be embraced and celebrated!

01:19:53 Montreece Hardy: @Montie That was well-written and thank you!

01:20:07 Telesa Walton: So true @ Debbie Smith! So glad you are here!

01:20:11 Timi Lindsay: @Montie, I agree; however, individuals feel reluctant to share their disability or minority status for fear they will NOT be picked for the job. Until an organizations walks the talk in being an inclusive environment, we will never reach the desired endstate.

01:20:11 Timothy Hughes (he/him/his): #POWERFUL

DIVERSITY CREW

01:20:38 Alex Byrd: Interesting perspective.
01:20:39 Timi Lindsay: WOW!!!!
01:20:40 Natasha Stamper: Very true Debbie!
01:21:03 Katia Delgado: Seth is incredibly talented
01:21:29 Natasha Stamper: Seth is very talented, inspiring and I'm so glad you're sharing this from the Chris' book signing!
01:21:40 Jervonne Newsome: Amazing
01:23:12 Shell Roth: Seth, amazing, thank you.
01:24:04 Telesa Walton: Powerful message Seth!
01:24:26 Sheryl Campbell: so profound.
01:24:27 Debbie Smith: ❤️🙏!
01:24:31 Lisa Ong: We are all human. ... I have hope we'll get it right this time. thank you.
01:24:34 Timothy Hughes (he/him/his): "I have hope we'll get it right this time..."
01:24:41 Timi Lindsay: #HOPE
01:24:43 Joanna Kemper: Powerful and impactful. Amazing how art can help convey tough messages.
01:24:46 Nick Lieberman: Seth is incredible. Amazing
01:24:57 SHERRY DARDEN: not supposed to be crying this early!!!
01:25:08 SHERRY DARDEN: 🙏
01:25:09 Montreece Hardy: Trying not to be wotional
01:25:17 Debbie Smith: #WeAreHuman, not robots!
01:25:22 Johnathan Williams: WOW...Just WOW. So Powerful
01:25:38 Montreece Hardy: Pass the tissue @Sherry
01:25:52 Julius Brownlee: We all have to widen our frame of focus and understand this a matter of the heart.
01:25:58 Telesa Walton: Thanks so much Eve for reflecting!
01:25:59 Alise Isbell: Incredible message!
01:26:02 Timothy Hughes (he/him/his): Thank you for your vulnerability, @Eve!
01:26:09 Johnathan Williams: Thanks Eve for being 'Human'
01:26:12 Julius Brownlee: Render justice, love mercy and walk in humlity
01:26:14 Debbie Smith: @ Eve...Thank you for being so vulnerable. I appreciate YOU!
01:26:24 Natasha Stamper: Thanks for being authentic and real Eve. We are all human!
01:26:30 Sheryl Campbell: amen Julius.
01:26:36 Melissa A: You would feel like that all the time. I have an accent and I experience micro aggressions every time I live my house. It's not a good feeling at all.
01:26:47 Melissa A: leave
01:26:59 Nick Lieberman: <https://diversitycrew.com/alix>
01:29:37 Nick Lieberman: <https://diversitycrew.com>
01:30:19 Montreece Hardy: 🙏🙏🙏🙏🙏 @Julius
01:30:22 Jayalakshmi Thirugnanam: Such a diverse and beautifully inclusive compilation! A unique presentation! Thanks
01:30:43 Nick Lieberman: <https://diversitycrew.com/course-catalog/juneteenth/>
01:32:26 Montie Krumnow: @Timi I agree there is still a stigma and my mission is to change that. Strengths and needs can be identified without disclosure. Our paradigm here in the US is flawed unfortunately. Disclosure is not inclusive.
01:32:52 Nick Lieberman: <https://diversitycrew.com/ashley>
01:34:53 Shell Roth: yeah Ashley!
01:35:08 Telesa Walton: @ Ashley! What where those three things again?

DIVERSITY CREW

01:35:16 Nick Lieberman: <https://diversitycrew.com/dei-certification/>
01:35:28 Nick Lieberman: <https://alternativewealthpartners.com/>
01:35:43 Timi Lindsay: @Montie - and that is why we are here to change that paradigm!!!
01:35:47 Ashley Brundage: Empowerment consist of Authority, Power, connected to People. APP of Empowerment!
01:36:11 Montie Krumnow: @Timi I'm in!
01:36:12 Timi Lindsay: Thanks Ashley!
01:36:23 Ashley Brundage: Excited to share my full empowerment research! :)
01:36:24 Nick Lieberman: <https://diversitycrew.com/katia>
01:36:32 Timi Lindsay: @Montie - let's do it!
01:39:21 Volha Ramanouskaya: I am wondering If this is not a true voluntary resignation. January was a month for unvaccinated employees voluntarily quitting.
01:39:53 Navolia Bryant: Excellent Slide PPT on The Great Resignation. Will these slide be shared with attendees?
01:40:19 Minerva "Bediako: Very great info! Will this be shared with attenees
01:40:28 Montreece Hardy: Thanks for asking @Novalia
01:40:51 Montreece Hardy: Solid point @Volha
01:41:38 Eve Mayer: That is a great idea. Let me see what we can do on sharing the slides. We will be sending you the entire recording of the event.
01:41:53 Minerva "Bediako: Thanks!
01:42:07 Montie Krumnow: Would love the slides! Thank you Diversity Crew for all this wonderful content!
01:42:14 Janet Fouts: Yes, would love to seethe slides and the data!
01:42:23 Bonnie Janzen: Thank you for sharing the slides, if possible. Great presentation Katia!
01:42:28 Lisa Randolph: Excellent presentation.
01:42:44 Janice Robinson: I would love the slides as well and the chat.
01:42:46 Minerva "Bediako: Excellent presentation Katia!
01:42:48 Telesa Walton: Brilliant Katia! Thanks for sharing your data insights!
01:42:52 Jean Danner: Great stats
01:42:56 Timothy Hughes (he/him/his):54% seems low, actually!
01:43:06 Nick Lieberman: Wonderful Katia, you are a star
01:43:12 Katia Delgado: Thank you!
01:43:41 Katia Delgado: @Timothy, these stats are self-reported, that number is likely higher
01:44:06 Debbie Smith: COVID pounds is a real thing....
01:44:19 Shell Roth: great job Katia!
01:44:47 Mary Liz McNamara: Terrific, Katia. The difficulty of keeping up with emails, remote meetings, chats is especially resonant.
01:45:52 Jolene Jang: when you look at stats, she mentioned Black and Latinx, do you include Asians?
01:46:01 Montreece Hardy: One of my greatest takeaways from this experience is how I can make myself a committee of 1 to make an impact for future wmployers
01:46:25 Montreece Hardy: Yay!!!
01:46:29 Katia Delgado: Jolene, great question! I will look into it
01:46:46 Minerva "Bediako: Thank you
01:47:15 Nick Lieberman: <https://diversitycrew.com/joanna>
01:47:41 Stacey Givens: Katia the data on the Great Resignation was impactful. thank you for this research and the recommended actions.
01:47:47 Johnathan Williams: Great job Katia!
01:48:37 Katia Delgado: Thank you, glad you found it helpful!

DIVERSITY CREW

01:51:02 Julius Brownlee: I had a situation where the person who made me feel like I didn't belong looked like me.

01:51:25 Janet Fouts: Yes! Training isn't enough until the issues are understood

01:51:28 Evan Williams: That has NEVER worked in the past for me as a direct report. As a manager and leader I have made the first approach to earn respect by asking "how can I support you"

01:52:02 Nick Lieberman: <https://diversitycrew.com/assessment/>

01:52:39 Julius Brownlee: Buzz words... some organizations through the words around but have yet to answer the critical questions for improving opportunities and outcomes

01:52:45 Kris Nurse: @Katia you are sooo impactful! Start with real data

01:53:13 Timi Lindsay: @Evan - we need more managers and leaders like you! Has any of your peers ever asked you how you lead a great team? What learning could they use to lead more like you?

01:53:23 Kris Nurse: Training is a tool not a fix!

01:53:36 Debbie Smith: Organizations can't just check a box. You have to be about the work. It's a journey.

01:53:37 Nick Lieberman: LetsGo@DiversityCrew.com

01:53:52 Shell Roth: Katia, "It starts with data" Great stuff, thanks for all you are doing.

01:54:31 Nick Lieberman: <https://diversitycrew.com/shell>

01:55:50 Montreece Hardy: Houston!!!! Tell it, Shell!

01:56:10 Shell Roth: Montreece, lol!

01:57:04 Evan Williams: @Timi I have learned, over the years, to let people know that I am willing to learn from anyone regardless of title or position. I am part of the Great Resignation in that I left retail in 2020 to move into non-profit as an HR Business Partner. Best career move EVER!

01:57:57 Nick Lieberman: <https://alternativewealthpartners.com/>

01:58:20 Nick Lieberman: <https://diversitycrew.com/dei-certification/>

01:58:26 Timi Lindsay: @Evan - awesome leadership style! I am glad you are now thriving in your community!

01:59:18 Nick Lieberman: Kevin Horan - <https://www.jsx.com/about/leadership>

01:59:19 Mary Liz McNamara: Thank you so much, Shell. So important, including emphasis on customers and prospects. Making the effort to understand...always worth the effort.

01:59:23 Jolene Jang: I have noticed that there is no mention of Asians and none of the 12 speakers appear Asians. The stats mentioned also omit Asians. Do you consider Asians as people of color? Do you include this population? If not, I am curious why not. Thanks.

02:00:32 Shell Roth: thanks Mary Liz!

02:00:37 Claudia "Chavez: Great question Jolene!

02:01:09 Jean Danner: Sounds like SW Airlines all over again.

02:01:18 Karen Liu: Jolene, I support and amplify your question, this is not discussed as much in all the DEI spaces and needs to be included

02:03:41 Eve Mayer: Hello Jolene, speaking at this event was voluntary and I understand your concern. We actually have 3 team members in Diversity Crew that are Asian and we did an AAPI event for our Certified Members a few months ago.

02:03:57 Sharon L. "Jones: Great question Jolene, especially in AAPI Heritage month.

02:04:04 Debbie Smith: I ❤️ that they are allowing things to happen organically. It then becomes the norm, which points back to bringing your whole self to work.

02:04:18 Debbie Smith: ❤️ the stats!

02:06:47 Jean Danner: Fabulous approach for autism!

02:06:51 Debbie Smith: Being intentional about taking those steps is awesome!

DIVERSITY CREW

02:06:59 Katia Delgado: Karen and Jolene, you bring up valid points. DC recently put out a relevant blog; <https://diversitycrew.com/2022/05/17/aapi-advancing-leaders-through-collaboration/>

02:07:09 Janet Fouts: Neurodiversity is also often ignored, well done (but it's not only autism)

02:07:29 Eve Mayer: Agreed Janet

02:08:20 Jean Danner: Please put this leader's name in chat. Missed it.

02:08:28 Alise Isbell: Kevin Horan

02:08:43 Debbie Smith: Servant Leadership!

02:09:03 Nick Lieberman: Kevin Horan - <https://www.jsx.com/about/leadership>

02:09:05 Sue Deaton: So appreciate the recognition that cleaning a bathroom is not above anyone....and reinforces we must respect anyone/everyone who does that everyday as their job...

02:11:05 Johnathan Williams: @Janet...Neurodiversity is a new term to me. Very interesting.

02:12:17 Jolene Jang: @eve Thanks for responding, Eve. May is Asian American, Native Hawaiian, Pacific Islander Heritage Month. I encourage to think more about AANHPI representation, particularly for this month. Perhaps, AANHPI should be mentioned in May. Maybe it would be important to pay an AANHPI to speak today to appear more inclusive. This population is often missing in DEI and it sounds like you want to be inclusive.

I appreciate what you are doing, please take another look at rounding your program.

02:12:55 Eve Mayer: Thank you Jolene, I really appreciate your input. I'm certainly always learning.

02:13:16 Jolene Jang: @katia Delgado thanks for the link showing you recognize Asians in that post. that's a start.

02:13:58 Nick Lieberman: <https://alternativewealthpartners.com/>

02:14:20 Nick Lieberman: <https://diversitycrew.com>

02:14:45 Debbie Smith: We are all on a journey...

02:14:49 Nick Lieberman: <https://diversitycrew.com/dei-certification/>

02:15:58 Nick Lieberman: <https://diversitycrew.com/dianna>

02:16:54 Johnathan Williams: Thanks Eve for continuous acknowledgement that ALL organizations can improve and be more Inclusive! Leadership at its best.

02:18:37 Chris Aikins: 82% of people don't quit organizations, they quit managers. That's what I took from that; so true.

02:18:47 Timothy Hughes (he/him/his): So. Much. BS.

02:18:55 Timothy Hughes (he/him/his): #PREACH

02:19:19 Timothy Hughes (he/him/his): "People don't quit jobs. People quit bad bosses."

02:19:59 Jolene Jang: @Eve great response of recognition. Asians are stabbed and shot every day. Thanks for considering taking another look at better representation. here are free resources if you want to learn more about AANHPIs <https://jolenejang.com/learn-2/> I will update the Attacks on Asians tomorrow. <https://jolenejang.com/attacks-on-asians/>

02:20:02 Karen Ta: that's amazing!

02:20:06 Joanna Kemper: People quit bad managers yet sometimes remain in that job because of financial need. They end up becoming a disengaged and unproductive employee.

02:25:42 Chidimma Nwaedi: This is very true Joanna

02:25:44 Montreece Hardy: Thanks for sharing those resources Jolene!!!

02:27:05 Timothy Hughes (he/him/his): Amazing resources!

DIVERSITY CREW

02:27:09 Montreعه Hardy: Does Diversity Crew offer training that speaks to how leadership should properly respond to hate crimes that specifically get national press coverage and social media vitality?

02:27:36 Montreعه Hardy: Virality

02:27:42 Wendy Taylor: Great information and presentation.

02:28:12 Valerie Rosario-Brown: Great information and a lot of food for thought

02:28:36 Nick Lieberman: <https://diversitycrew.com/kristin>

02:29:06 Ana Frade: I'm afraid I missed the explanation why the speakers are mentioning what they are wearing :-)

02:29:31 Eve Mayer: No problem Ana, this is paying respect and offering the same experience to those who are blind.

02:30:03 Eve Mayer: We learned this technique and consideration from our wonderful client American Foundation for the Blind and our specialists in disability

02:30:08 Katia Delgado: @Montreعه, very relevant topic. DC is working on it now

02:30:12 Telesa Walton: @Montreعه Yes, DC is happy to assist and working on a training. Let's connect, Telesa@diversitycrew.com

02:31:50 Jolene Jang: Regarding statements talking about hate crimes, Asian victims are usually not mentioned. I am interested to learn about @montreعه's question.

02:32:08 Montreعه Hardy: @Telesa Yes! Sounds good!

02:32:32 Telesa Walton: Thanks @Jolene, let's connect too, Telesa@diversitycrew.com

02:32:40 Ana Frade: Thanks! I love it!

02:32:44 Montreعه Hardy: <https://calendly.com/allwritewithmellc?month=2021-10>

02:32:53 Alex Byrd: I understand that "middle aged" comment. I didn't know I became an "elder".

02:32:54 Alex Byrd: LOL

02:33:28 SHERRY DARDEN: We are still getting great info boxes or no boxes

02:34:10 Montreعه Hardy: @Jolene I think it deserves a conversation and research in itself. Happy to connect for sure!! 🙌

02:34:34 Nick Lieberman: <https://www.linkedin.com/in/tiffany-stepherson-90b772108/>

02:34:36 Evan Williams: Hello to Tiffany! You were temporarily the HR Business Partner for our store in Edina, MN when I was a Team Lead!

02:35:07 Timothy Hughes (he/him/his): Alright, Bishop College! #BC #HBCUsMatter

02:35:54 Montreعه Hardy: I did a fellowship with American Foundation for the Blind and I LOVE that you all work with them!!! Amazing!!

02:36:13 Katia Delgado: wow, Evan, small world!

02:37:42 Montreعه Hardy: I don't want to hop off! How long will the webinar continue? Will registrants get the playback? Do we have to stay on to be eligible for the certification?

02:37:51 Jolene Jang: @telesa Jolene Jang | Asian Inclusivity Consultant <http://jolenejang.com/>
Connect <https://www.linkedin.com/in/jolenejang/>
Subscribe [youtube.com/jolenejang](https://www.youtube.com/jolenejang)
Follow <https://www.instagram.com/jolenejang/>
FB Group Asian Allies <https://www.facebook.com/groups/asianallies>
FB Group Empowered Asians <https://www.facebook.com/groups/empoweredasians>

02:38:36 Eve Mayer: You do not have to stay on for winning the certification. We will go till about Noon CST. Yes, registrants will receive the recording @Montreعه

02:38:53 Elisha Jackson: @Montreعه, we will be sharing the entire recording within the next few days. It will be emailed and we will share it on LinkedIn as well.

02:39:23 Montreعه Hardy: Thanks @Eve! I am trying to hang in here it's so good!!!

DIVERSITY CREW

02:39:34 Tim Lewis: Thanks for speaking Tiffany!
02:40:31 Montreece Hardy: Thanks @Elisha!!!
02:40:43 Johnathan Williams: Thanks Elisha for all the communication updates! You rock!
02:43:48 Elisha Jackson: No problem! Thank you @Johnathan!
02:49:42 Montie Krumnow: Love it DE&I health!
02:51:11 Lewana "Harris: Retention and Recruiting Their People, Focus on the people that are already there, leaders need to understand the make-up of their teams. understanding the DEI health of their teams/organization, demographics and how they feel, their behavior.
02:51:16 Johnathan Williams: placing 'Retention' before 'Recruiting' is a BIG Ah-Ha moment
02:51:38 Lewana "Harris: @Johnathan, RIGHT!!
02:51:47 Nick Lieberman: <https://diversitycrew.com/>
02:52:39 Johnathan Williams: @Lewana I see we were struck simultaneously with that comment. Simple but profound.
02:54:03 Lewana "Harris: @Johnathan, Yes. As I was typing, I had to change delete and turn it around. LOL
02:54:27 Johnathan Williams: LOL
02:57:21 Nick Lieberman: www.diversitydictionary.com
02:59:36 Timothy Hughes (he/him/his): Amazing presentation! Thank you so much!
02:59:52 Montreece Hardy: Thanks for the Uber transparency Eve!
02:59:58 Nick Lieberman: <https://diversitycrew.com/seth>
03:02:07 Johnathan Williams: Great job at keeping the audience engaged for 3 HOURS! LOL. I was wondering if I would be able to sit here the whole time at the start of the Zoom. Yet here I am at 11:39. 🤖
03:03:01 Nick Lieberman: Thank you Jonathan, we're so glad you're here!
03:03:03 Damita Snow: @Johnathan I'm with you on that! This was a very engaging and informative webinar. Glad I made the time to attend.
03:03:31 Eve Mayer: Ahh, @Johnathan and @Damita, thank you so much. It's good to know we are doing a good job!
03:03:34 Evan Williams: Amazing and engaging content. Thank you!
03:03:43 Timothy Hughes (he/him/his):*** standing ovation ***
03:04:20 Alex Byrd: Awesome!
03:04:42 Nick Lieberman: <https://diversitycrew.com/mary-liz>
03:05:17 Janice Robinson: I see purple, not hot pink. lol
03:05:23 Eve Mayer: me too!
03:07:41 Montreece Hardy: @Eve and @Janice I have an explanation 😊 As a blind person I have experienced apps that audibly relay fabric colors and those tend to be inaccurate
03:08:06 Janet Fouts: Such great info today, thank you!
03:08:29 SHERRY DARDEN: Learned so much today!!
03:08:56 Nick Lieberman: <http://evemayermedia.com/>
03:08:58 Owen Watkins: This has been awesome! Thank you!
03:09:05 Montreece Hardy: I was wondering about the video quality because it is TOP NOTCH!!! Thanks @Eve
03:09:16 Debbie Smith: Enjoyed this session. Thank you so much for the invite and all the nuggets of wisdom. I am adding them to my toolkit. 🙌
03:09:36 Minerva "Bediako: This has been great! Thank you all so much!
03:09:54 Brian Rauschenbach: Great job on the event. Doing virtual is super tough. Great content and flow.

DIVERSITY CREW

03:10:51 Montreece Hardy: @Debbie I feel like this has been more than a toolkit boost but an intro to a team of diversity Avengers (my son would love that I used that analogy 🤖)

03:11:09 Elisha Jackson: Diversity Avengers!!! YASSSS

03:11:35 Nick Lieberman: Love that @Montreece

03:11:46 Alan Baker: Awesome!

03:11:59 Lewana "Harris": This was great information.

03:12:29 Montreece Hardy: ROI of DEI Part Deux! I am here for it!

03:12:32 Lisa Ong: @Diversity Crew, thank you for being a friend to all of us. Free is fabulously generous to keep learning and growing together.

03:13:04 SHERRY DARDEN: lol

03:13:06 Brian Rauschenbach: Cheers to you. You deserve a nice glass or wine after this. I need to get my HR and recruiters certified!

03:13:12 Nick Lieberman: <https://diversitycrew.com/dei-certification/>

03:13:18 Nick Lieberman: Coupon Code ROI100

03:14:21 Alise Isbell: I love Harville Hendrix! We read him before my husband and I got married!!

03:14:40 Nick Lieberman: <https://harvilleandhelen.com/>

03:17:05 Montreece Hardy: Helen you betta put a ring on it!! She was NOT playing!

03:17:19 Lewana "Harris": @Montreece, LOL

03:17:50 Katia Delgado: hahaha

03:22:20 Alex Byrd: It is an awesome insight for you all to include this piece on what I call "conversational theory" as part of DEI. I love it.

03:22:33 Telesa Walton: Thank you all for joining Diversity Crew or shall I say Diversity Avengers at today's sessions. Happy to connect to continue conversations: www.linkedin.com/in/telesa-walton-cvm

03:24:23 Johnathan Williams: Chris is such a natural conversationalist!! I'm so jealous right now. lol

03:25:03 Alex Byrd: @Johnathan. I have to agree.

03:26:00 Janet Fouts: Understanding the power of neuroplasticity is life changing to help us be less reactive and more resilient

03:26:09 Eve Mayer: Coupon code for DEI Diversity Crew Institute Certification ROI100 good for \$100 off till Sunday! <https://diversitycrew.com/dei-certification/>

03:26:22 Eve Mayer: Please follow us on @Linkedin at <https://www.linkedin.com/company/65633082/admin/>

03:26:37 Montreece Hardy: @Johnathan I was thinking the exact same thing!

03:26:42 Eve Mayer: LinkedIn. Please send me a connection request! <https://www.linkedin.com/in/linkedinqueen/>

03:27:00 Eve Mayer: Wow, @Libby, what a generous offer, I don't even know what to say. Would you please email me today about this at eve@diversitycrew.com and we could email an additional winner out!

03:27:16 Eve Mayer: @Brian how about tequila?! Please email me eve@diversitycrew.com about certifying your HR and recruiters. We would be honored!

03:31:28 Montreece Hardy: Come on 🙌🙌🙌🙌🙌 "Dialogue is not a topic it's a process..." and "space between"...These two are amazingly relevant - WOW so glad this interview was included

03:32:39 Timothy Hughes (he/him/his):This has been so wonderful!

03:33:32 Nick Lieberman: <https://diversitycrew.com/dei-certification/> - Coupon Code ROI100

03:34:05 Minerva "Bediako": This has been great!

03:34:14 Katia Delgado: drumroll please

DIVERSITY CREW

03:34:16 Ana Frade: This has been simply great! Thank you for sharing
03:34:37 Libby Hoy: Keep growing so we can keep learning!
03:34:46 Sharon Ellis: Congratulations to Karen!
03:34:46 Timothy Hughes (he/him/his): Congratulations, @Karen!
03:34:48 Katia Delgado: Congratulations Karen!
03:34:49 Evan Williams: Congrats to Karen!
03:34:51 Montreece Hardy: Yay KAREN!!!
03:34:54 Shell Roth: whoohooo Karen!
03:34:55 Timi Lindsay: Congratulations Karen!!!
03:34:56 Lewana "Harris: Awesome!! Thank you!!1
03:34:57 Telesa Walton: Yeah! Karen...thanks so much for coming my former
colleague!
03:35:01 Christopher Santiago: Thanks for this program TODAY!
03:35:05 Nick Lieberman: Please give us feedback about today's
eventhttps://diversitycrew.qualtrics.com/jfe/form/SV_6mX2aO0W34bvVdA
03:35:12 Debbie Smith: Thank you. This was awesome!
03:35:24 DC Studio: Thank you all!