

*Learn* into **LOVE**



# My Foundation

"You belong anywhere you want to be or can afford to be."

"A closed mouth don't get fed."

You are by "choice" not by "chance."

"The only stupid question is the one you don't ask."

"When someone asks you a question, answer them honestly."

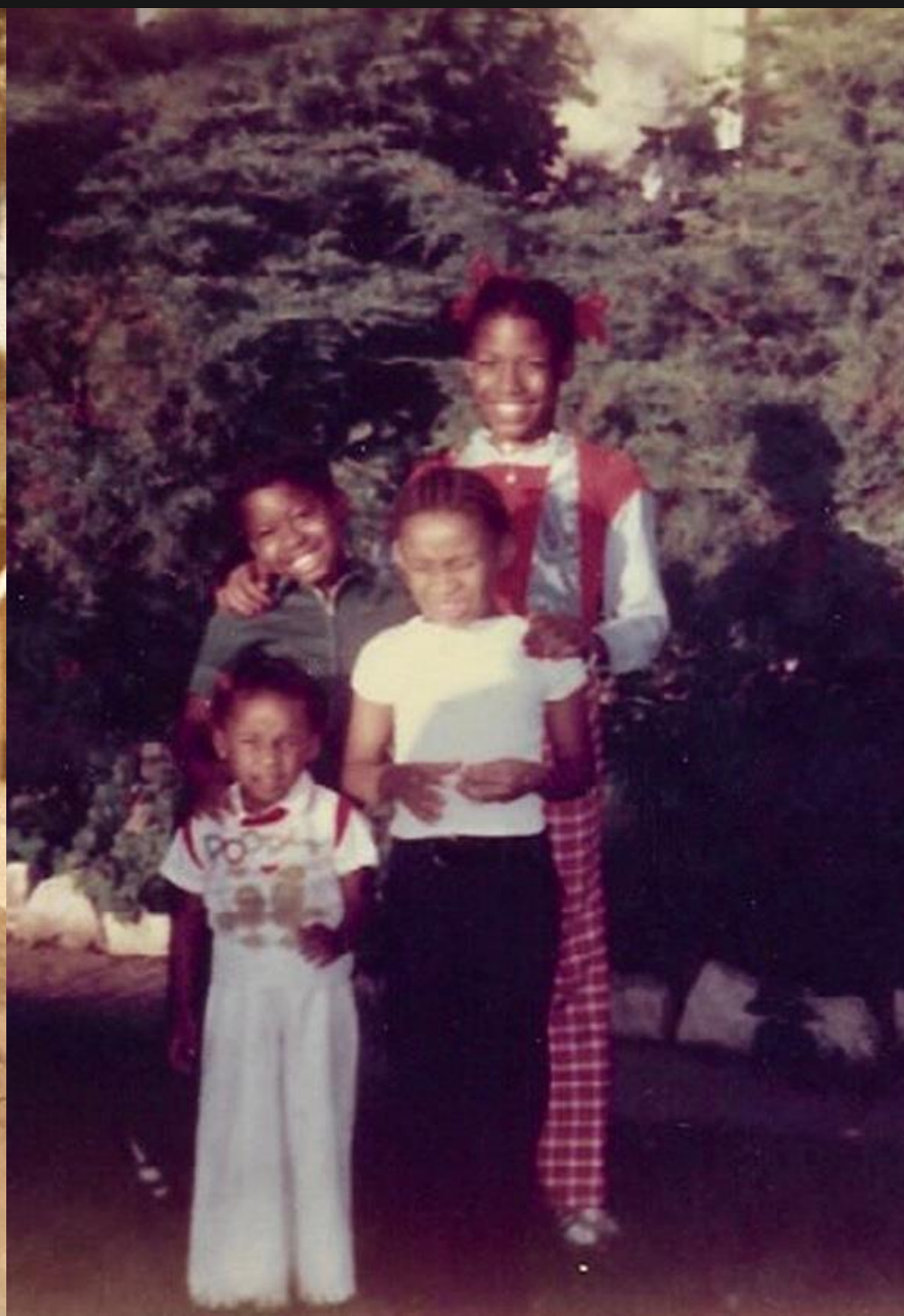
"Don't walk into a room without acknowledging the people already there."

"Leadership is not about you."





# My World











**My Why**



**inspiring trust**

**motivating with positivity**

**delegating responsibilities**

**communicating clearly**

**taking risks**

# **My Best Leader**

**co-creating solutions**

**being transparent**

**mediating conflict**

**building relationships**

**connecting at the HUMAN LEVEL**



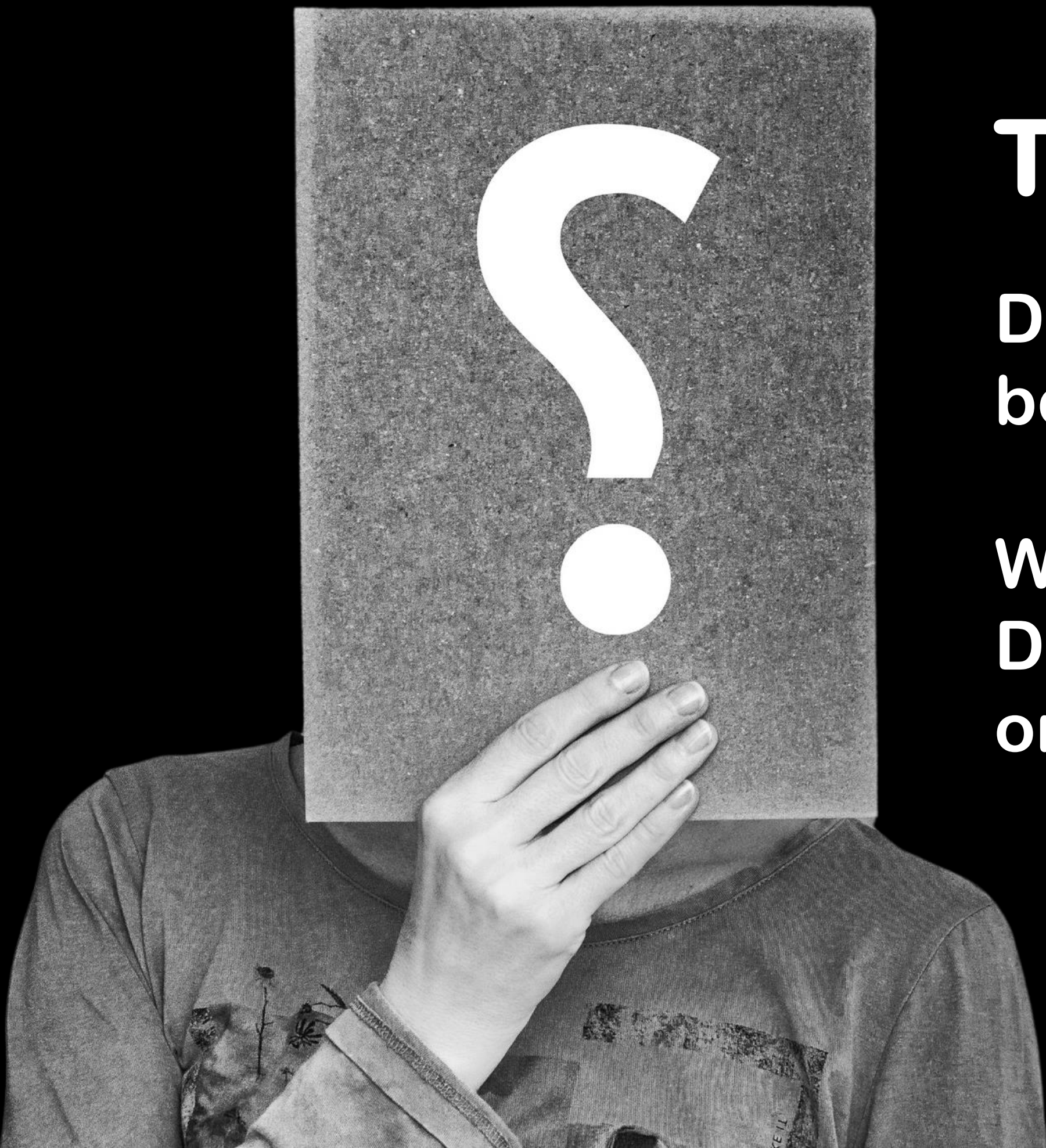
# My Purpose



# My KPIs

- **Raise my** Awareness
- **OWN my** Belonging
- **Create meaningful** Connections
- **Be, Teach and Spread** LOVE!



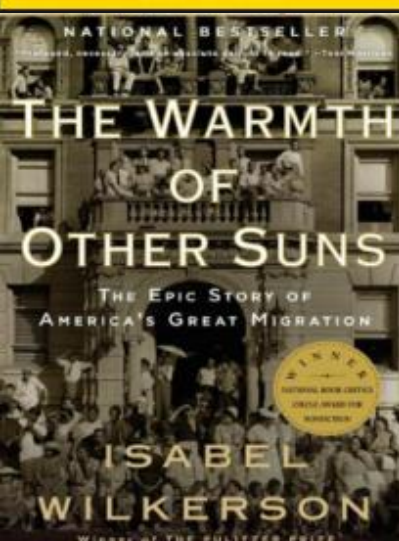
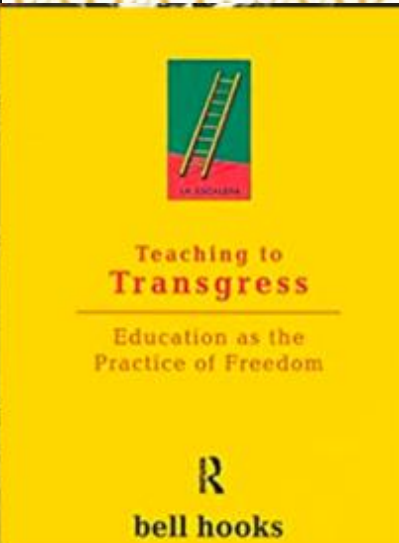
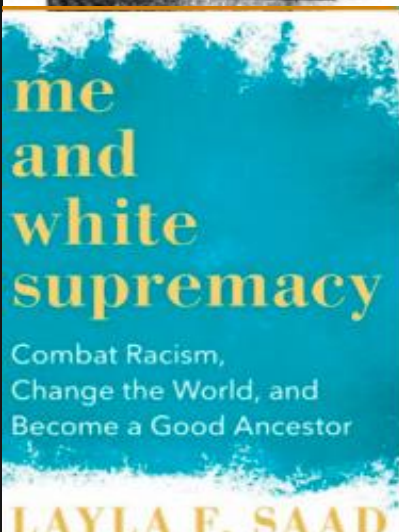
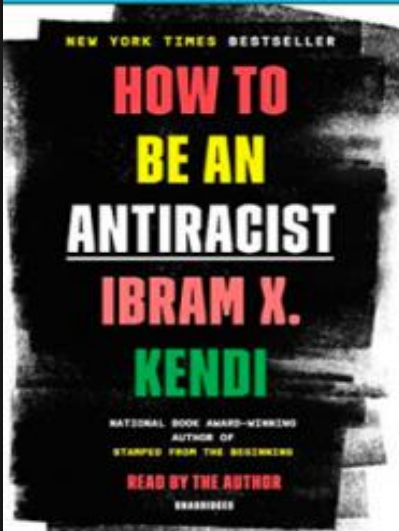


# The Problem with DEI

Diversity, Equity & Inclusion has been around since the 1960s.

Why haven't we operationalized DEI into the fabric of every organization?





# We keep intellectualizing and overthinking it!

## Diversity

has become divisive and pits us against each other

## Equity

implies a white person is “losing out” to a person of color

## Inclusion

assumes we need permission to belong



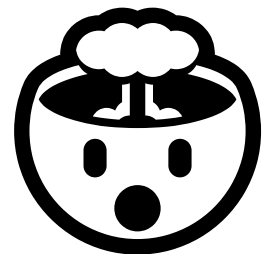
# The “good intentions” of DEI...



Make WP villains



Make POC targets



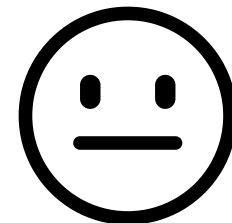
Create confusion



Cause anger  
and frustration



Create hurt feelings



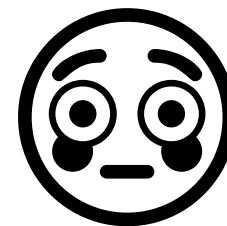
Segregates



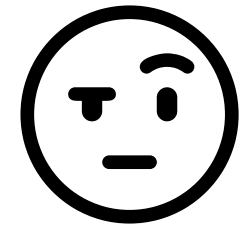
Create siloes



Afraid of doing  
it "wrong"



Not sure where  
to start



Seen as  
"unimportant"






**Inspires "performative"  
behavior**



“DEI” is where good  
intentions go to DIE





We've been doing  
the same thing for  
years expecting  
different results!



**New Approach  
Different Results**







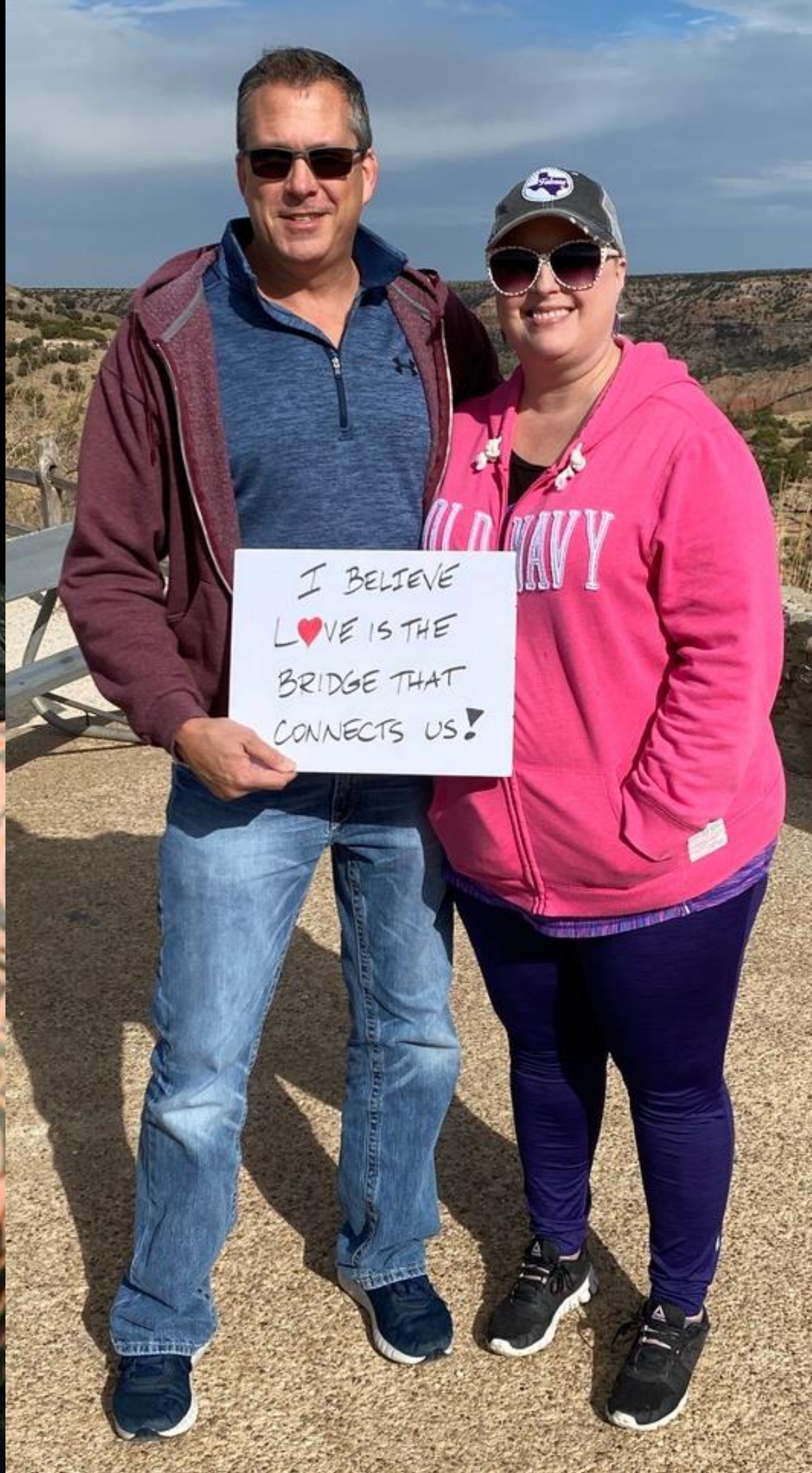
I believe  
*Love*  
is the bridge  
that connects  
us!



**Are we  
there YET?**









RACE



**This is HEART-based work!**





# The KPIs of DEI

- Expand market share
- Increased innovation
- High performing teams
- Collaborative leadership
- Increased accountability
- Improved communication



# 10 Reasons DEI Initiatives Fail

No established specific short-and long-term goals

Absence of courage to deal with resistance

Lack of senior leadership buy-in support

No cohesive strategic approach to operationalize efforts or measure results

Failure to consider who the real client is

Lack of commitment

Lack of communication

No idea of the organization's real DEI needs

Failure to explain the why's for culture buy-in and adoption

Focused on quick fixes



**A Business Case for:**

**DEI**

**Continuous Improvement**



# Pareto Principle (80/20 Rule)

Poor Communication  
Absence of Accountability  
Lack of self-awareness



“

Your next step is simple. You  
are the first domino.

— Gary Keller, [The ONE Thing](#)



Raise your  
**AWARENESS**



# Connect with your inner self!

*(your emotions)*



Fear



Sadness



Joy



Disgust



Anger



# and what's influencing

your emotions and ultimately, behavior

1

SocioEconomics

2

Background/Culture

3

Triggers

4

Fears

5

Judgment

6

Traumas





What's  
driving the  
bus for most  
of us?



Own Your  
**BELONGING**



Recognize  
your  
DISCOMFORT

Get  
**COMFORTABLE**  
being  
**UNCOMFORTABLE**



Understand and  
accept that your  
**INTENTIONS**  
have an  
**IMPACT**

Make a COMMITMENT to

CARE




Create  
CONNECTION

**LISTEN**  
with integrity  
and a willingness  
to **LEARN**







You know  
what you  
know

You know  
what don't  
you know

You don't  
know what  
don't you  
know



Be courageous  
enough to be  
**VULNERABLE**







Practice  
**EMPATHY**

**L**isten  
**O**pen-mindedly with  
**V**ulnerability and  
**E**mpathy



# *Lean into* LOVE *inspires...*

- open communication and increased collaboration
- a willingness to genuinely connect with each other
- heightened awareness and expanded understanding
- a culture of "high regard" rather than one of "tolerance."
- increased employee satisfaction and expand our customer base
- innovation, productivity, and engagement while increasing profitability

**YOU are**  
**LOVE**  
***in action***



Transform the



and the



*(no matter how resistant)*

**will follow**

Questions

