

WHERE DO WE GO FROM HERE?

July 9, 2020



Plan for our Conversation

- Chat functionality is enabled
- **Annotation**
- Overview
- **Ground rules**
- Let's Talk: Q&A
- **Best Practices**
- The Change Curve
- **What's next?**

Overview

The killing of George Floyd, an unarmed African American man, by a Minnesota police officer has catalyzed global outrage leading to protests in the US and other cities worldwide where they are demanding an end to racial inequality and injustice. The business community, often wary of controversy, has responded in many ways from vocal outrage to internal and external statements to letters from CEOs. While actions speak louder than words, could the show of empathy and solidarity be a precursor to the business community taking the lead for real change in diversity, equity, and inclusion?

The Ground Rules

Safe Space – The goal is to provide a secure space for every person to share their thoughts and experiences, whatever they are, not to fix or solve anything. All feelings, concerns, hopes or anxieties are welcome. This is a time to share thoughts, questions, concerns, and to provide an opportunity for everyone to ask for support.

The Container – This will be a dedicated time for us to talk and have discussion. We encourage everyone to participate in this important conversation. Speak from your own experience; use “I” statements like I believe, I want, I think, I feel, etc. In equity work, the values of care, curiosity and respect are non-negotiable. We ask that what is said in here, stays in here.

Disagreements – If there are differing opinions, that’s ok, but we ask that you to try to see it from the other person’s perspective. The goal is not to debate or negate another person’s experience. Offline we invite you to challenge the idea not the person.

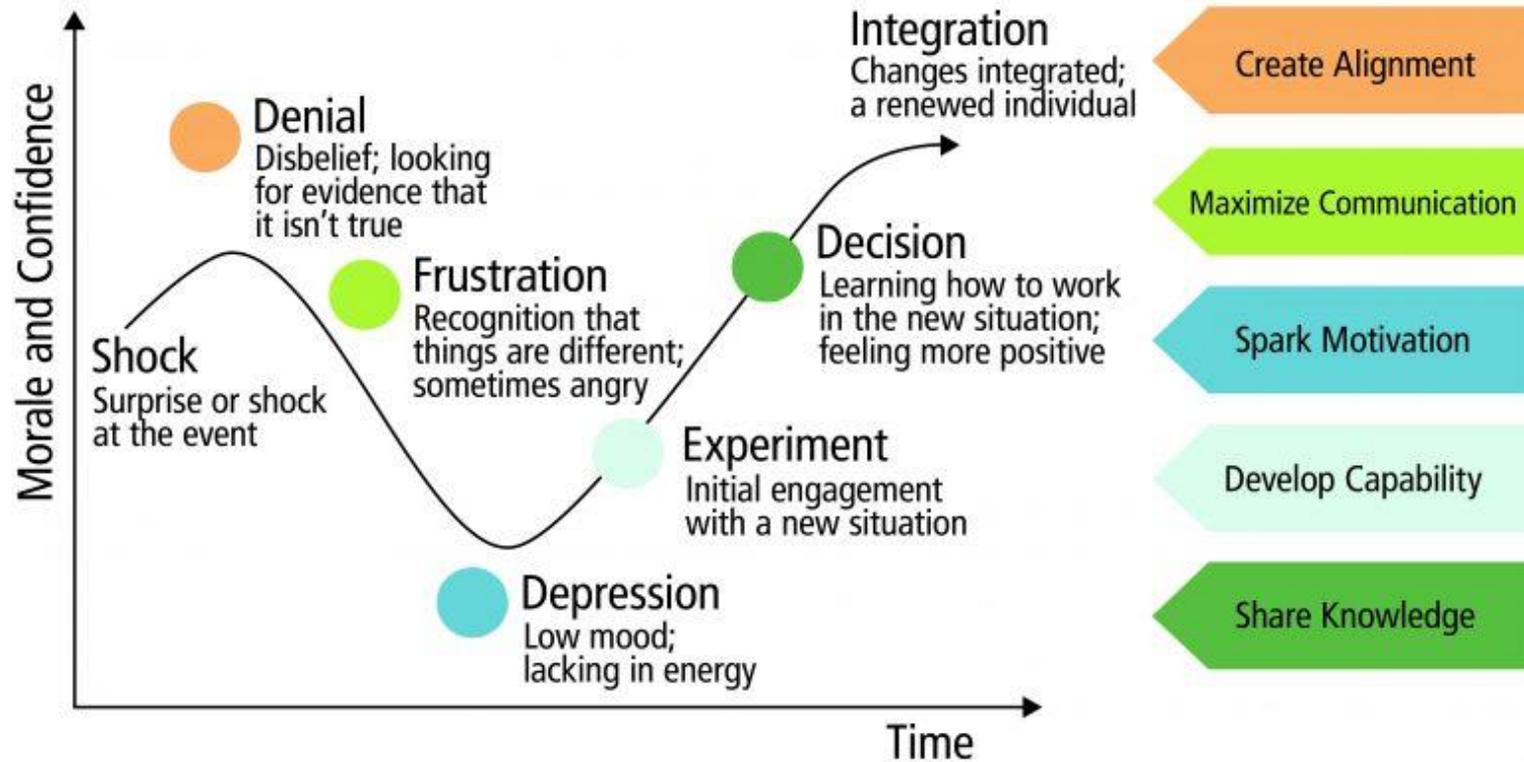
Let's Talk: Q&A

- How are you experiencing what's happening?
- What are you confused about?
- Do you feel like it is business as usual at work?
- How has your company responded?

What can you do now?

- Train managers how to support black employees right now
 - Cancel your agenda as the team leader
 - Create space and make it safe
 - Normalize not being “on”
 - Allow them to change their 1:1 meeting
- Facilitate internal “Pause for the Cause” conversations
- Teach your leaders about psychological safety
- Facilitate “Actively Listening” sessions between senior leadership and employees
- Other Suggestions or Best Practices?

THE KÜBLER-ROSS CHANGE CURVE



What's Next?

- Don't jump too soon to solutions; it's adaptive
- Get a real picture of what's happening in your company
- Support each other. What are the best ways to do so?

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