



## EPISODE 73

*DEI Programs, Trainings,  
and Initiatives Can (and  
will) Re-traumatize You*

*—hee*

HAPPY EXECUTIVE WOMAN

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

After the George Floyd murder, *ALL* fortune 100 companies and many other companies and organizations in the US committed to creating or revamping their DEI programs. They poured millions of dollars into creating teams, hiring consulting companies, Black and Brown leaders and team members, CHROs, CDOs, you name it.

According to the Salary.com survey, 49% of HR respondents said they have a leader in place specifically for DEI initiatives, compared to 43% last year. So, I guess that's good... **we've gone up 6%.**

#### **These companies...**

- Made public statements promising to hire more diverse talent from outside and by promoting from within.
- Updated mission statements, websites, and marketing collateral.
- Vowed to do diversity training and focus on DEI efforts.
- Paraded their new black DEI hires all over LinkedIn and other business platforms and communications

To be blunt, they did *THE MOST!*

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

The term DEI was plastered all over the place, ***and still is in some arenas.***

So how can this be wrong?

**Well, I need you to keep listening to find out!**

*See you inside...*

~~~~~

With all the hype around DEI and hiring Black and Brown people in DEI positions at various companies and organizations, how could this possibly be retraumatizing?

In a recent conversation about this topic, this was the response from the person I spoke with.

"The percentage of Black and Brown people in positions that actually represent the demographic that DEI is *supposed* to focus on is growing; what seems to be the issue, Anita? I mean, I do feel some type of way about it all, but not sure how you can state that it can be RE-traumatizing. Are you saying hiring Black and Brown people for these roles was wrong?"

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

This was a great question, but before I answer it directly, *let me paint a picture for you.*

You arrive at work and attend a team meeting. Your management tells you about the wonderful organization owned and operated by a team of diverse women that they have hired to bring on board to do DEI training and that to make sure that all are informed, they make the training mandatory. Sounds good so far, right? Mmmm...hmmm, **keep reading.**

You attend this training as a Black or Brown woman with one eyebrow raised. You know from experience that most times when a company states that they are doing something that involves equality for Black and Brown employees, it has the energy of "checking a box" vs. a way to affect fundamental transformation and change from the top down.

So you go to this required training, kicking and screaming on the inside along the way, and it begins. What ensues next is several hours of reliving traumatic events and breakout sessions that leave it up to the Black and Brown people to explain to the non-Black and Brown people why the examples are and were considered hurtful, offensive, disrespectful, rude, and/or racist.

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

**Wait a minute!!!** How did this become *YOUR* responsibility? Why do *YOU* have to put yourself out there and be the spokesperson for your demographic? How are you expected to handle the rude, aggressive, and obviously racist comments you're being hit with within these breakout sessions? How could this *NOT* be considered traumatizing? Was this even considered? **No, it wasn't!** But that's another story for another article. Let's get back to how this is re-traumatizing for you...

**THIS is how.** *YOU* had to be the one to defend your feelings, your culture, and your demographic to those who were obviously just as irritated as you that they were forced to sit through this training even though they didn't see anything wrong with the examples and didn't have a problem passionately sharing that with you.

Think about it, after the training ended, **you felt some type of way.** You knew exactly who was racist on your team, yet you still have to work with them. You now have to figure out what to do with the anger, sadness, frustration, hopelessness, stares, sighs, and whispers of the non-Black and Brown team members you see daily.

What do you do with that energy when you get off work? How do you even process it? How do you not take that traumatizing energy home with you? Perhaps it reopened old wounds. Maybe it triggered unhealed trauma.

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

How do you keep what took place from keeping you playing small in meetings, not going after that promotion you want, or not showing up as the strong/confident leader you are?

#### Why can't you shake it or let it go?

Because you've now been traumatized or retraumatized, **that's why!** They have no clue what you needed, how it would affect you, or how to help you at that moment other than pointing you to a mental health benefits page on the company website.

Now that you have taken a moment to consider how you have been affected by this "Box-checking" DEI training failure, you decide to take a closer look at other instances during each of your jobs that have left a mark on your psyche.

With intention, you look back over your previous positions and identify traumatic events that have shaped how you view the corporate world and yourself. You remember the specific events that caused you to stop speaking up and taking up space, allowing you to believe that nothing would change.

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

You start to feel the weight of all of this past pain and allow it to get in the way of your genius, as my client did in podcast Episode 33 ~ *Did You Have An Out of Body Experience At The Office?*

**Your past/current corporate trauma is the reason why...**

- You keep getting passed over for promotion
- No one takes you seriously
- You've lost your self-confidence
- Your subordinates can see right through your insecurity
- People talk over you
- You don't get invited to certain meetings
- You keep getting "busy work" vs. work that you KNOW in your heart of hearts that you can do
- You are unhappy at your current position and have been for years, but you won't leave
- You keep choosing the wrong significant other (didn't see that one coming, did you?)
- Your relationships suffer with your mate and your children

Not only do you realize this has happened in your past, **but you are living it in the present, not knowing what to do about it.**

## Episode 73

~~~~~

### **DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You**

So, I'm going to ask you another series of questions. In case you haven't noticed, each one of the podcast episodes is designed to get you to **think**. My suggestion is that after listening, you go and download the show notes and look at all the questions and answer those questions. These are some of the same questions that I pose to audiences, and I also pose to my one-on-one clients. So it'd be a good idea to download the show notes.

#### **Do it today!...**

...right after listening to the podcast so that you don't forget, and when you have time you can go back and answer them. So before I stepped to the side to tell you what I wanted you to do, I was telling you how you can start to do something about this corporate trauma that you've experienced.

#### **How can you...**

- Stop the trauma cycle and "grow through" your past experiences so they no longer sabotage your career or entrepreneurial efforts?
- Stop ruminating over conversations with coworkers that get under your skin?
- Show up to the office feeling confident, presenting as the rock star you are?
- Begin to take up space vs. playing small, Sis?
- Level the playing field without falling back into your old habits when this is how you've behaved for years, maybe even decades?



## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

You work with me, the Corporate Metaphysician™!

#### Someone that...

- Is very familiar with what it's like to be caught up while running on the corporate trauma wheel.
- Can help you identify, work on, and grow through your experiences to begin to be happy in both business and in love.
- Will partner with you for your success.
- Will be there to hold you accountable when you begin to fall back into old habits.
- Will encourage you when you start second-guessing yourself.
- Will help you heal from corporate trauma so that you can be the leader you are meant to be.

**THIS** is my mission, my charge! To help Black and Brown women heal from corporate trauma, increase their confidence (both personally and professionally), and improve their leadership skills because there is nothing worse than reporting to a leader that leads with their insecurities.

While there may be a few similarities among all women in corporate America, there is nothing like a coach that "speaks your language" and has found a way to break free

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

from the shackles that kept her playing small. Black and Brown women experience the workplace differently from their White counterparts, and I'm here to help you grow through *ALL* of it.

Did this podcast episode resonate with you? If so, **you have a choice to make.**

You can keep complaining about the system, if you want, stating how White people don't give you the credit you deserve at the workplace, how you keep getting passed over, yada yada yada, or **you can decide that you will not go through another year allowing your past to dictate your present or your future.**

Why start the new year doing the same things you did this year and *expecting different results*? It's time to stop playing small, stop hiding your genius, and stop watching other people get the promotions, accolades, and bonuses you know *YOU* should be getting while your health and personal life suffer.

You're not getting any younger, and no matter how much you want others to change, your life will change when *YOU* change! It doesn't absolve non-Black and Brown people from being responsible, conscious, caring human beings, but you don't get to wait around for that to happen.

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

If you're ready, and I mean **really** ready, review the different Healing Corporate Trauma coaching programs. You can go to <https://anitacharlot.com/services>. You can also click the link in the show notes.

Sometimes you need someone to give it to you straight, and that's what I've done in this episode; ***you're welcome!***

**Until next time...**

~~~~~

*As an Executive Coach for Women, Professional Speaker, Corporate Metaphysician™, Author of The 5 Phases of Dating - The Grown-Ass Woman's Guide to Attracting and Maintaining Authentic Relationships, and the Creator of The Happy Executive Woman™...*

*Anita teaches women of color how to heal from past relationships and corporate trauma, increase their confidence and improve their leadership skills.*

*She is a board member of the Women Impact Network and Women In Technology, where she focuses on coordinating and creating professional development training for the members.*

## Episode 73

~~~~~

### DEI Programs, Trainings, and Initiatives Can (and will) Re-traumatize You

*Anita also coaches white allies on how to ACTivate Your Privilege!™ and is hired to speak and train as The Corporate Metaphysician™ at organizations willing to begin reversing corporate America's trauma by taking an honest look at their "unconscious DEI efforts," all using practical and metaphysical concepts.*

*Recently featured in...*

- *ValientCEO Magazine!*
- *Speaker's Magazine*

*For all coaching, media, or consulting inquiries, don't hesitate to contact Anita at <https://anitacharlot.com/contact>.*

*To learn more about how to partner with Anita, go to <https://anitacharlot.com/services>.*

*To join the waiting list for the upcoming For My Black and Brown Sisters monthly membership community, go to [bit.ly/formyblackandbrownsisters](http://bit.ly/formyblackandbrownsisters).*