

PODCAST TRANSCRIPT



EPISODE 123

*Championing DEI in
Corporate America:
Beyond the Surface*

hew

HAPPY EXECUTIVE WOMAN

Episode 123

~~~~~

### Championing DEI in Corporate America: Beyond the Surface

Building on the critical conversation initiated in my previous podcast episode number 102, titled “*Quietly Quitting’ DEI Commitments: A Call to Authentic Leadership*” this week’s podcast, “*Championing DEI in Corporate America: Beyond the Surface*”, delves deeper into the current landscape of diversity, equity, and inclusion in the workplace.

**This podcast serves as a comprehensive guide for leaders seeking to understand and implement sustainable DEI strategies within their organization effectively.**

By exploring recent trends, insightful data, and practical strategies, I highlight the indispensable role of leadership and the myriad benefits of fostering a diverse, equitable, and inclusive environment. By examining evidence based practices and real world examples, such as innovative programs aimed at advancing career opportunities for Black and Hispanic/Latino employees, I offer a blueprint for genuine transformation.

**If you are a leader committed to making DEI more than just a trend but a core pillar of your organizational success and culture, *you want to listen to this episode.***

Join me inside to navigate the nuances of creating a workplace where every voice is heard and every individual in thrive.

~~~~~

Episode 123

~~~~~

### Championing DEI in Corporate America: Beyond the Surface

Starting with company leaders' concerns about Diversity, Equity, and Inclusion (DEI), there's been a lot of talk and action lately to make workplaces fairer and more welcoming for everyone, no matter their background. **Let's break this down into simpler parts, using recent studies and findings as a guide:**

A report by McKinsey in 2023, created with the World Economic Forum, points out five key things needed for DEI efforts to work:

- Understanding the main issues deeply.
- Setting clear goals.
- Having truly committed leaders.
- Creating solutions that fit the specific situation.
- Keeping track of progress to make necessary changes.

Companies need to think carefully and act *wisely*, using data to guide them and ensuring leaders are on board. For example, a company could consider creating a program that helps its workers, especially those who are Black or Hispanic/Latino, get better jobs by offering them education and training. **This action shows how tackling specific problems can make a big difference.**

## Episode 123

~~~~~

Championing DEI in Corporate America: Beyond the Surface

The Pew Research Center's survey in 2023 showed that most people think focusing on DEI at work is good, but opinions vary depending on a person's background. **More Black, Asian, and Hispanic workers see the value in DEI efforts than White workers.** This highlights how people from different backgrounds can view workplace inclusivity differently and stresses the importance of DEI strategies that consider everyone's experiences and needs.

Moreover, the World Economic Forum discusses how being diverse and inclusive isn't just the right thing to do morally; *it also makes businesses more robust and competitive globally.* **The forum calls for companies across all sectors to work together to make DEI improvements that are big and lasting.**

So, even though some company leaders might be hesitant to dive deep into DEI because they're worried about changing how things are done, recent legislation, or possibly having to let go of some top performers who don't support these values, *the evidence suggests that taking the plunge can lead to significant benefits for both the company and society.* **DEI isn't just a passing trend; it's vital to a company's long-term success.**

With the right approach and guidance from DEI experts, companies can turn good intentions into tangible, positive changes.

Episode 123

~~~~~

### **Championing DEI in Corporate America: Beyond the Surface**

**Leaders should use this information to shape DEI strategies that meet their employees' unique needs and become a core part of the company's culture.** This journey might seem daunting, but it offers the chance to *spark innovation, increase employee satisfaction, and create a workplace where everyone feels they belong.*

**Facing these challenges head-on and adopting a thoughtful, detailed approach to DEI can lead companies to a brighter, more equitable, and prosperous future.**

Are you looking to transform your organization's culture and significantly reduce employee turnover? *It's time to take proactive steps toward nurturing a workplace where every team member feels valued, heard, and engaged.* I invite you to book an Employee Retention Strategy Discovery Call with me to learn how I can help create tailored strategies to improve your organizational culture.

**Together, we can identify the challenges unique to your company and craft a comprehensive approach designed to enhance employee satisfaction and loyalty, thereby reducing attrition rates.**

***Don't let talent slip through your fingers; let's work together to create an environment where your employees are excited to grow and succeed.***

## Episode 123

~~~~~

Championing DEI in Corporate America: Beyond the Surface

You can schedule your discovery call right now by going to my calendar and take the first steps toward a more vibrant, committed workforce. You can access my calendar by going to the show notes, or you can go directly to calendly.com/CoachAnitaCharlot.

Thanks for listening. *See you in the next episode...*

~~~~~

**Anita Charlot, an esteemed ForbesBLK personality and Global Woman Award Nominee is a visionary retention strategist in corporate America.** With a rich background as a military veteran and the founder of Relationship Architect Academy LLC, Anita is renowned for her R.E.A.L. Talk Conversation series, honored by the Federal Reserve Bank of Chicago.

She transforms corporate cultures, fosters individual and collective growth, and crafting compassionate leaders.

Anita's innovative approach is encapsulated in her mantra, *"They lied to you; business IS personal."*

## Episode 123

~~~~~

Championing DEI in Corporate America: Beyond the Surface

Committed to reviving the familial bond within workplaces, she aims to make companies a legacy for families, where employees passionately engage in their growth and development.

Anita is dedicated to bringing love back to the workplace, ensuring companies are not just a career choice but a cherished part of personal and family history.