

# DIVERSITY SPOTLIGHT

DiversitySpotlight.com  
June 2022



EVERY



ONE



IS



WELCOME



HERE



WORKFORCE PRIDE

STONEWALL: THE SUMMER OF 1969  
ON THE WEB

CREATING A DIVERSITY, EQUITY & INCLUSION STRATEGY THAT WORKS

DIVERSITY SPOTLIGHT SERVICES

KNOW THE LAW – KNOW YOUR RIGHTS

TOP SOCIAL MEDIA POST

HEALTH & WELLNESS

LGBTQ PRIDE MONTH

*[Subscribe Now!](#)*  
*And never miss an update!*

# Greetings!

Let's begin with this month's observance. Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is celebrated each year in the month of June to honor the 1969 Stonewall Uprising in Manhattan. The Stonewall Uprising was a tipping point for the Gay Liberation Movement in the United States. In the United States the last Sunday in June was initially celebrated as "Gay Pride Day," but the actual day was flexible. In major cities across the nation the "day" soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBTQ Pride Month events attract millions of participants around the world.

Also, Diversity Spotlight is pleased to announce the first in a series of impactful courses that will help support the development efforts of your diversity practitioners as well as anyone with a passion to advance diversity and inclusion in the workplace.

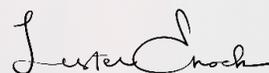
## ADVANCING DIVERSITY, EQUITY, AND INCLUSION

## UNDERSTANDING GENERATIONAL DIFFERENCES

These are two of what we hope will be many courses offered in the near future. Micro courses are laser focused, impactful, customized to your organization, and better retained by today's workforce. [Learn more](#) about these courses and our other services.

I hope you enjoy this edition. Please take a minute to [send us feedback](#), or find out how we can work together to promote diversity and inclusion within the federal workforce. We need your feedback!

Until next time and with each new day, let's be better than the day before.

  
LESTER ENOCH

***Subscribe Now!***  
***And never miss an update!***

# STONEWALL: The Summer of 1969

The Stonewall Inn, a bar located in Greenwich Village, New York City, was the scene of an uprising against police repression that led to a key turning point in the struggle for the civil rights of lesbian, gay, bisexual, and transgender (LGBT) Americans. In a pattern of harassment of LGBT establishments, the New York City police raided the Stonewall Inn in the early hours of Saturday, June 28, 1969. The reaction of the bar's patrons and neighborhood residents that assembled in the street was not typical of these kinds of raids. Instead of dispersing, the crowd became increasingly angry and began chanting and throwing objects as the police arrested the bar's employees and patrons. Reinforcements were called in by the police, and for several hours they tried to clear the streets while the crowd fought back. The initial raid and the riot that ensued led to six days of demonstrations and conflicts with law enforcement outside the bar, in nearby Christopher Park, and along neighboring streets. At its peak, the crowds included several thousand people.

The events of Stonewall, as the uprising is most commonly referred to, marked a major change in the struggle for "homophile rights" in the U.S., with lesbian women, gay men, bisexual and transgender people beginning to vocally and assertively demand their civil rights. Stonewall is regarded by many as the single most important catalyst for the dramatic expansion of the LGBT civil rights movement. The riots inspired LGBT people throughout the country to organize and within two years of Stonewall, LGBT rights groups had been started in nearly every major city in the U.S. Stonewall was, as historian Lillian Faderman wrote, "the shot heard round the world...crucial because it sounded the rally for the movement."

Today, the site of the uprisings in Greenwich Village is recognized as a National Historic Landmark (NHL) by the National Park Service and is considered significant because of its association with events that outstandingly represent the struggle for civil rights in America. The NHL includes the bar, Christopher Park, and the streets where the events of June 28-July 3, 1969, occurred. [The Stonewall Inn](#) is located at 51-53 Christopher Street, New York City, New York and is open to the public.

(National Park Service)

## ON THE WEB

[NYC Pride Events: June 26, 2022 at multiple locations, New York City, NY](#)

[Capital Pride Parade: June 11, 2022 at Dupont and Logan Circle NW, Washington, DC](#)

[Progress toward LGBTQ equality 'is a jagged line.' Here's what has changed over the past decade.](#)

[HRC Releases Research Brief on the Vulnerabilities of the LGBTQ Community During the COVID-19 Crisis](#)

[Workplace Mental Health for LGBTQ+ Professionals](#)

[4 Important \(and Sometimes Difficult\) Steps Leaders Must Take to Create a More Diverse and Inclusive Team](#)

# FEATURED ARTICLE

## Creating a Diversity, Equity and Inclusion Strategy that Works

By Jean Ibanez Payne, CEO TI Verbatim Consulting



Have you ever wondered what it takes to create a Diversity, Equity and Inclusion (DEI) strategy? Before I started TI Verbatim Consulting (TIVC), I worked for the corporate world and vividly remember being asked to provide a business case for allocating funds towards DEI. This is still happening today, even with all the research supporting the many benefits of DEI, including enriching an organization's identity, enhancing employee engagement, and increasing positive customer experiences and company revenue.

Oftentimes, even when DEI is socialized and money is invested, the program is built around symbolic activities that achieve very little. Don't get me wrong, I love a good chili cook off and diversity fairs and appreciate the social bonding they provide. But these types of events should only be executed as celebratory occasions that are a product of a successful DEI strategy and execution. A purposeful and meaningful DEI strategy requires time and commitment that is championed by all layers of the organization.

When a company or organization commits to developing a thoughtful and thorough DEI strategy, the following tactics should be a part of the execution strategy:

1. **Top-Down Buy-In.** It should always start at the top. If leadership is not vocalizing the business case, the commitment required for success is not there. Without clear messaging from leadership there will be no accountability.

2. **DEI Should Not Report to Human Resources.** If you are serious about DEI, the program should belong to and report directly to the CEO. Human Resources should never be responsible for the development and implementation of the DEI program.
3. **Create an Executive Diversity Council (EDC).** The EDC should be made up of senior leadership. In larger organizations, it should be comprised of senior officers from all business units. The EDC reports directly to the CEO and should be instrumental in the development and implementation of the DEI strategy.
4. **Create Departmental or Business Unit Diversity Councils.** These should be made up of the workforce and led by mid-level leaders who will support and socialize the strategic DEI goals and program implementation.
5. **Communicate, Communicate, Communicate.** Remember if the workforce doesn't see it or hear about it—it doesn't exist. The more you communicate DEI goals and benefits, the more employees will support it.
6. **Create Accountability.** Develop metrics for all goals and objectives and hold leaders accountable.
7. **Continuously Assess and Make Refinements.** Monitoring progress and setbacks allows for adjustments where needed to ensure overall success.

Organizational investment and commitment into attracting, developing and retaining a diverse workforce based on measurable goals will ensure accountability and set up a solid framework for strategy development. Tactics may include the development of a new onboarding program, instituting an intern program, launching employee resources groups or making a commitment to increase recruiting at Historically Black Colleges and Universities.

DEI strategies fail because they are created in a silo, don't incorporate the workforce, leadership is not fully committed or the process is rushed. Creating and sustaining a DEI program is a marathon, not a sprint—it requires proper training and preparation and full dedication and support.

*TIVC's mission is to help people work better together, and we are a proven leader in Human Enterprise Optimization recognizing that people are an organization's greatest assets. TIVC was founded by Jean Payne in 2014. It is a CVE-certified Service-Disabled Veteran-Owned Small Business headquartered in Charles Town, WV. We have current and former contracts with government and commercial customers across the nation. Follow [TI Verbatim Consulting](#) on LinkedIn.*

## To Speak Up for Inclusion, We Need to Speak About Inclusion



# DIVERSITY SPOTLIGHT TRAINING



## ADVANCING DIVERSITY EQUITY AND INCLUSION

This course is perfect for EEO & Diversity Practitioners or anyone in the workforce who is passionate about advancing DEI. Support Executive Order 14035 and [Contact Us](#) today for more information and to schedule this course.

Instructor Led – 1.5 hours

#EO14035 #Impactful #Informative



## UNDERSTANDING GENERATIONAL DIFFERENCES

There are 5 generations within the U.S. workforce today. Understanding generational differences will help form unexpected relationships that lead to higher productivity and better solutions for your organization. [Contact Us](#) today for more information and to schedule this course.

Instructor Led – 1.5 hours

#TeamBuilding #CulturalAwareness #Impactful #Informative



# KNOW THE LAW

## **[Executive Order 11478](#) – Equal employment opportunity in the Federal Government**

It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, or age, and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency. This policy of equal opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government.

\*This Executive Order has been amended and now prohibits discrimination based on sexual orientation and gender identity within executive branch civilian employment.

# KNOW YOUR RIGHTS

## **Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment**

[A Guide to Employment Rights, Protections, and Responsibilities](#) developed by the Office of Personnel Management, the Equal Employment Opportunity Commission, the Office of Special Counsel, and the Merit Systems Protection Board.

# KNOW THE DEFINITIONS

Diversity Spotlight now has the complete list of definitions and discrimination categories as defined by the U.S. Equal Employment Opportunity Commission.

[Click here](#) to learn more and the process required to file a discrimination complaint.

# TOP SOCIAL MEDIA POST

## STRENGTHS FINDER 2.0

My Results

Maximizer  
Futuristic  
Strategic  
Relator  
Belief

Strengths Finder 2.0  
with Access Code  
By Tom Rath

Lester Enoch  
DiversitySpotlight.com

## DO YOUR PART

"Contributions are not always equal, but all contributions are equally important."

*Lester Enoch*  
LESTER ENOCH

DIVERSITY SPOTLIGHT  
DiversitySpotlight.com

## GENERATIONAL CROSSOVER



"Generational Crossover is the point where experiences, themes, and ideas influence past and future generations."

*Lester Enoch*  
LESTER ENOCH

DIVERSITY SPOTLIGHT  
DiversitySpotlight.com

## GENERATIONAL TOGETHERNESS

"Learning what we have in common brings us together - Learning what makes us different keeps us together."

*Lester Enoch*  
LESTER ENOCH

DIVERSITY SPOTLIGHT  
DiversitySpotlight.com

## FOLLOW US & STAY CONNECTED



Promoting DEI throughout the federal workforce!

# HEALTH & WELLNESS

You  
Are  
Worth It

## SPIRITUAL PHYSICAL EMOTIONAL SOCIAL

As summer approaches, don't forget to *DO YOU*. Here is a list of things that you can do to promote your own health and wellness.

Take time off – work will be there when you return

Go on vacation

Have a date night

Exercise

Read a good book

Hang out with friends

Go for long walks

Plant a garden

Visit with family

[Adopt a pet](#)

Laugh hard and often

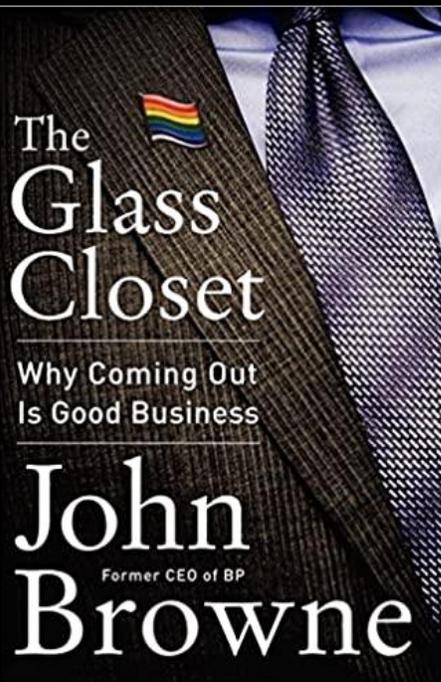
Go to a concert

Meditate / Pray

Paint a picture

Sing in the shower

Be nice to others 😊



## THE GLASS CLOSET

Part memoir and part social criticism, *The Glass Closet* addresses the issue of homophobia that still pervades corporations around the world and underscores the immense challenges faced by LGBT employees.

In *The Glass Closet*, Lord John Browne, former CEO of BP, seeks to unsettle business leaders by exposing the culture of homophobia that remains rampant in corporations around the world, and which prevents employees from showing their authentic selves.

Drawing on his own experiences, and those of prominent members of the LGBT community around the world, as well as insights from well-known business leaders and celebrities, Lord Browne illustrates why, despite the risks involved, self-disclosure is best for employees—and for the businesses that support them. Above all, *The Glass Closet* offers inspiration and support for those who too often worry that coming out will hinder their chances of professional success.

Amazon Review

On June 28, 1969, the Stonewall Riots began following a police raid on the Stonewall Inn, one of New York City's best known LGBTQ clubs. Forty-seven years later, the site was declared a [National Monument by Presidential Proclamation](#).

A view of the Stonewall Inn Historic Site  
[historyhub.history.gov](http://historyhub.history.gov)



## DISCLOSURE

The Diversity Spotlight newsletter is a product of the Brandmarc media division. It has been formatted for maximum accessibility and greater functionality. Please feel free to share the newsletter with your colleagues and within your organization.

The information provided, and opinions expressed in this publication are that of the contributors and/or third-party sources. Some topics will challenge us to see things in a different way, and to bring about respect and understanding for the many cultures woven into the fabric of our society. Our publication is not intended to be offensive, but an opportunity for all of us to learn more about each other through a testimony of our own experiences.

If you received this communication in error, please disregard. If you have any questions regarding the content of this publication, please [contact us](#) through our website.

Links to third party sites do not suggest an endorsement by Diversity Spotlight.

## TOGETHER WE CAN – TOGETHER WE MUST

The Diversity Spotlight Newsletter  
is proudly created by  
*Brandmarc*

**DIVERSITY  
SPOTLIGHT**

Join our [Diversity Spotlight Group](#) on LinkedIn  
and connect with hundreds of top industry  
professionals in the DEIA, EEO, and HR community.