Boston College Roundtable Discussion

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Welcome

“We have to be willing to have proactive conversations about race with honesty and understanding and courage – not because it’s the right thing to do, but because it’s the smart thing to do.”

- Mellody Hobson, President of Ariel Investments
**One Firm’s Perspective – Our strategy**

**Three areas of focus:**

- **Early success:** Expanding our pipeline for diverse employees and helping them get a strong start

- **Development and advancement:** Supporting the success of our professionals and promoting diverse leadership

- **Inclusion:** Enhancing cultural dexterity for all our people
What we’re doing...

• Requiring leaders to role model the right behaviors
• Launching early success programs and changing recruiting sources
• Enhancing sponsorship for diverse professionals
• Highlighting diverse role models
• Adopting a professional development framework-Leadership Development Experience
• Educating our people about differences and potential blindspots
How we’re doing it...

We are addressing both minority and majority populations

• When we discuss gender, we talk about the roles of both men and women.

• In discussions about race, we address both the minority and majority experiences.

• A major component of our LGBT strategy focuses on engaging straight allies.

• Focusing on individuals' abilities not any potential disability.
Color Brave
Having conversations about race
Color Brave
Diversity awareness experiment
Color Brave
On being unapologetically black
Color Brave
Using your voice
Tools
Four myths to starting a conversation about race
Get talking!

**Myth #1**
It’s not appropriate to talk about race at work.

**Myth #2**
Saying “I’m color blind” is a great way to be perceived as fair.

**Myth #3**
African-American is the best term to use to refer to Black colleagues.

**Myth #4**
A good way to build rapport is to say “I have a (friend, colleague, etc.) who is...”
Four actions to being color brave
Candid conversations about race can help us better understand others’ perspectives

Be self-aware
Take note of who’s in your network and who’s not. Expand your circles to expand your perspective. Take a look at your network to get a sense of the racial diversity of your professional and personal circles.

Be curious
Ask others about their experiences. Demonstrate genuine interest in learning about other races and cultures and connecting with people as individuals. Expand your circles to expand your perspective.

Be bold
See things through a different cultural lens by trying something new. Attend a festival or cultural event. Participate in a diversity activity. Small actions can have a big impact. Continually challenge yourself to step outside of your comfort zone.

Be forgiving
We all make mistakes, so assume positive intent. Forgive someone who doesn’t “get it right.” Help them understand your point of view. Look at difficult conversations as a way to grow and build stronger relationships.
### Sample Table dialogues

<table>
<thead>
<tr>
<th><strong>Share your experience</strong></th>
<th><strong>Take action and build cultural awareness</strong></th>
<th><strong>Leadership and inclusion</strong></th>
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| • Reflect on a recent situation where you’ve been the “only one” (whether race, gender, nationality, or similar). How did you feel? How did the situation impact your behavior? What did you learn from it? | • What does it mean to be color brave?  
• What can I do to build trust with others who are different from me?  
• What can I do to broaden my perspective? | • What organizations and groups, tools, and/or resources can you identify to help build your cultural awareness on campus? Further, what can you do to build trust with others who are different from you and, ultimately, broaden your network?  
• What actions can we all take to support inclusion? |
| • What are the personal and professional benefits of being more color brave? | | |
Being color brave
Discussion guide
Thank you...

“We’ve admired the problem long enough...”

- Mellody Hobson, President of Ariel Investments