



2021 Tell It Like It Is Thursday® June



Tammy Bennett

The Power of Belonging!

“True belonging doesn’t require us to change who we are. It requires us to be who we are.” – Brené Brown

WELD is excited to share that the theme of its 2021, **Tell It Like It Is Thursday®** webinar series will be “The Power of Belonging.” In 2020, the world experienced the pain of COVID-19, economic devastation and social injustice. The ability to work together for the common good and to heal our communities and relationships begins with realizing that we are all in this together and helping people feel like they belong.

Join WELD for a year-long series that will explore the power of belonging and share strategies to build relationships that honor differences while valuing authenticity.

When women lead, our economy, companies and communities thrive.

June 24, 2021
Thursday

12:00pm-1:00pm EST
11:00am-12:00pm CST

Cultivating Belongingness through Expressions of Cultural Differences

“Fostering a sense of belonging” has become a central feature for creating diverse and inclusive workplace cultures. But, what exactly is this “belongingness” thing? Most frame belongingness as a pathway that bridges cultural and social differences in the workplace and promotes engagement and job satisfaction. Few recognize, however, that belongingness is a long-standing, broad concept that can be achieved in a variety of ways – some healthy, others harmful.

In this session, **Tammy Bennett, Chief Equity + Inclusion Officer & Partner, Dinsmore & Shohl LLP**, will encourage attendees to explore different methods of achieving belongingness with an emphasis on the constructive form - authentic, inclusive belonging. We’ll discuss why it’s harder to achieve than believed. Using a storytelling technique, the presenter will share an experience of a group of multicultural women who working together bridged the cultural gap, fostered a sense of belonging, and created a culture of inclusivity where voices of women of diverse cultures, social backgrounds and lived experiences are amplified and empowered to action. As we unpack the illustration, we will identify best practices for harnessing multicultural belongingness.

Learning Objectives and Takeaways from this session include:

1. Distinguish between positive and negative methods of achieving belongingness.
2. Deepen knowledge of the ways to leverage culture and social differences to improve organization performance, enhance and increase engagement, i.e., belonging.
3. Explore key concepts related to belongingness, such as, cultural curiosity, imposter syndrome, stereotype threat, and affinity bias.
4. Examine the role of allyship in maximizing multicultural belonging.
5. Identify best practices for achieving culturally inclusive belonging.

About Our Speaker...



Tammy Bennett Chief Equity + Inclusion Officer & Partner Dinsmore & Shohl LLP

Tammy is an experienced employment attorney who focuses her practice on preventive strategies, Title VII compliance and equity, diversity, and inclusion training and consulting. She is also the chief equity and inclusion officer of the firm. In this key role, she serves as a trusted adviser to leadership in the design, implementation, and management of the firm's equity, diversity, and inclusion programs and initiatives.

She frequently conducts training, workshops, lectures, and keynote addresses on diversity and inclusion, gender equity, implicit bias, inclusive artificial intelligence, neurodiversity, inclusive and agile leadership, cultural competence, emotional intelligence and the multigenerational workplace, among other topics. She also provides inclusive leadership coaching.

Tammy consults with employers on designing strategic initiatives to curate equitable and inclusive workplace structures, cultures, and leaders, and on effectively navigating change management. She helps employers transform cultures by adopting equitable and inclusive practices and policies, unleashing hidden talent by managing implicit bias, and delivering innovative solutions and outcomes by maximizing unique talent. In addition to her equity, diversity, and inclusion services, she provides HR-legal compliance counseling and training, and conducts workplace investigations.

She is a self-described "sociologist with a law degree." Before attending law school, Tammy earned a Master's Degree in Sociology with a concentration in Race, Class and Gender and Work, Labor and Organizations. Her research focused on both qualitative and quantitative analyses of the workplace experiences of racial and ethnic minorities, women, and LGBTQ workers. She leverages her academic knowledge of human behavior to provide practical advice and strategic counsel to resolve issues in the workplace.

Before joining Dinsmore, Tammy practiced as in-house counsel for a national retailer, where she provided advice regarding various company-wide programs and initiatives, including its mandatory arbitration, web-based recruitment, and pay practices programs. She appeared before administrative agencies for hearings and mediations and provided counsel regarding associate relations matters, diversity and inclusion strategies, workplace investigations, and talent management programs, among other responsibilities.