

Inclusion, Diversity, Allies & The Will to Change



**Resource Groups Podcast featuring
Jennifer Brown
Hosted by Dr. Jonathan Ashong-Lampsey**

Who is
Jennifer Brown?

Jennifer is the Founder
and CEO of Jennifer
Brown Consulting

Jennifer is one of the
worlds leading experts
on employee resource
groups

Jennifer has written several influential white papers and is the author of Inclusion: Diversity, The New Workplace & The Will to Change

Top 10 items covered

TOP TEN ITEMS COVERED

#1. How Jennifer influenced my PhD research

TOP TEN ITEMS COVERED

#2. Jennifer's fascinating history as a singer

TOP TEN ITEMS COVERED

#3. Jennifer's predictions for the future of work and employee resource groups

#4. How differential treatment can lead to equal opportunity

TOP TEN ITEMS COVERED

#5. The role of empathy in building inclusion

TOP TEN ITEMS COVERED

#6. Allies: Lessons from the LGBT Community

TOP TEN ITEMS COVERED

#7. The advantages of communities that can hide their diversity

TOP TEN ITEMS COVERED

#8. Employee resource groups as a source of talent

TOP TEN ITEMS COVERED

#9. The importance of
exclusive spaces

TOP TEN ITEMS COVERED

#10. Jennifer's love letter to those who have felt disengaged and disconnected

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. The starting line is
not the same for
everyone

TOP TEN TAKEAWAYS

#2. Engage with other communities to become more inclusive

TOP TEN TAKEAWAYS

#3. Multiple lenses are required to solve modern problems

TOP TEN TAKEAWAYS

#4. Accessing your relative privilege can be used to help others

TOP TEN TAKEAWAYS

#5. Empathy is crucial
for building inclusive
organisations

TOP TEN TAKEAWAYS

#6. Exclusive spaces are important for minority groups

TOP TEN TAKEAWAYS

#7. Hidden diversity has its advantages

#8. Modern leadership requires fluency in Diversity & Inclusion

TOP TEN TAKEAWAYS

#9. In the future
Diversity & Inclusion
will be part of
performance
management

TOP TEN TAKEAWAYS

#10. Being an Ally can
create inclusion quickly

Top 3 Quotes

TOP THREE QUOTES

“I challenge ERG’s to utilise their relative privilege on behalf of the other communities in their ERG family”

TOP THREE QUOTES

“How can we treat these organisations as a business within the business”

TOP THREE QUOTES

"We have to be very clear about what we will do and won't do"

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. How are you accessing your relative privilege to help others?

TOP THREE ACTION ITEMS

#2. How are co
developing programmes
that speak to larger
themes that can impact
others?

TOP THREE ACTION ITEMS

#3. Visit other diversity groups to simply learn

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you think is useful**

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