



## **Leading with Compassion, Courage and Authenticity**

Experiential Impact Strategies for DEI as CSR for the future of business



From starting kindergarten as the only black kid at an all white Christian school in affluent Lakewood California, to attending elementary school where we lived in an almost all black underserved area of Long Beach California in the 80's and again back to Lakewood for Jr High where I was 1 of only 5 black kids, my life has been about strategies for adaptation.

This continued when I moved to San Diego at the age of 13 after my mom died. I went from my all-white Jr high school to Horace Mann Jr. High which is in the heart of Southeastern San Diego, one of the most underserved communities in San Diego County. Then moving to Spring Valley California to attend Monte Vista High School in the late 80's when it was a mostly all white high school. After college I bumped around other areas of San Diego until I landed in Solana Beach, an all white affluent community in North County San Diego.



From day one I felt that I had been led to Solana Beach, that my unique life experiences had prepared me to be a bridge of sorts and a voice for representation. This led me to create several programs starting with Skin in the Game, a discussion about race relations in America. Another program was Finding Voices, a monthly town hall meeting for local high school students to discuss the growing issue of teen anxiety and depression. Youth Campaigns was next, a hands-on digital marketing work experience program in collaboration with businesses from the Solana Beach Chamber of Commerce for youth ages sixteen to twenty-four from La Colonia, a small neighborhood in Solana Beach populated by a dwindling Hispanic community. Finally the creation of Sister Cities Project an organization that formally partners affluent and underserved communities to deepen cultural understanding between black and white people allowed me to come full circle aligning my passion and unique skill set to develop strategies that can be used to create more inclusive environments.

My entire lived experience can be characterized and has been shaped by three words, **compassion, courage and authenticity**. I am so excited to share this experience with your organization and be a part of helping you shape the culture you desire.



Leading with Courage, Compassion and authenticity is a 3-month Corporate Social Responsibility Action and Accountability Program with Diversity Equity and Inclusion as a focal point.

**Part 1: Compassion: Moderated Discussion / Exploratory**

This portion of the program is performed separately with stakeholders at every level of the organization, i.e. executive team, management and staff. This guided discussion is used to discover the readiness and desire of the organization in regards to Diversity Equity and Inclusion and/or Corporate Social Responsibility as a practice. This portion includes colleagues from different communities and diverse backgrounds in the discussion to provide alternative perspectives and guidance. Deciding to allow the perspectives of others to guide your actions requires true compassion.

*Outcome: DEI / CSR Discovery Document*

**Part 2: Courage: Joint Discussion / Optimization / Strategy**

This portion of the program is a second discussion which introduces the learnings (Discovery Document) from “Part 1” as the discussion guide. This discussion provides an opportunity to evaluate the learnings and use them to create a strategic outline of proposed sustained actions to take that fit the overall mission of the organization. Deciding to do something that is about the impact that it will have on others more than yourself requires great courage.

*Outcome: DEI / CSR Strategy Playbook*

**Part 3: Authenticity: Project / Customized Action**

This portion of the program is a third discussion used to identify key individuals to lead the execution of the Strategy Playbook and discuss the feasibility and accountability mechanisms for the organization. When you show up authentically it shows people you have good intentions and you are showing up for the right reasons.

*Outcome: DEI / CSR Customized Action Plan*

In partnership with Sister Cities Project a nonprofit organization that partners affluent communities with underserved communities across the country, all action plans will be in conjunction with the communities and partners in their network.

**3-Month Program cost: 48000**

**Introductory Program Cost: 5500**