



BIAS, IDENTITY, AND HR STRATEGIES

PRESENTER:

DR. ATIRA CHARLES

CEO

THE CHARLES CONSULTING GROUP





Dr. Atira Charles ***CEO, The Charles Consulting Group***

- Dr. Atira Charles is CEO of *The Charles Consulting Group*, a boutique consulting firm focusing on issues of diversity, inclusion, and wellness. She began her academic journey at Florida A&M University, which is where she earned both her B.S. in Finance and her Masters of Business Administration. Dr. Charles immediately began her career in academia, after graduating with her Ph.D. in Organizational Behavior and Management from Arizona State University.
- As one of the most innovative organizational scholars in the country, Dr. Charles' research, consulting, and training facilitation seeks to shed light on and further understand the unique narratives revolving around the way in which individuals manage their differences while striving for personal, professional and organizational success and wellness. Her expertise also focuses on organizational structures and processes that promote positive, inclusionary, and healthy environments. Additionally, she explores how organizations can effectively manage the differences of their employees, through social and structural means. More specifically, her research and consulting revolves around identity management in the workplace, organizational management of differences, wellness practices, and communication and feedback processes within diverse organizations. Inspired by her teaching philosophy, she also engages in research and coaching which focus on how individuals can motivate themselves to positive and productive action through self-awareness, wellness, and identity management.

BLINDSPOTS

<https://www.youtube.com/watch?v=BFcjfqmVah8>



IDENTITY



CREATING A PSYCHOLOGICALLY SAFE CLIMATE & CULTURE

The Psychology of Threat

- Do I feel safe being who I am?

The Psychology of Affirmation

- Am I valued, heard, and seen?

Organizational & Societal Triggers

ALLYSHIP IS ABOUT SHARING...

- Power
- Privilege
- Network
- Resources
- Opportunities
- Information
- Respect
- Social Capital

INCLUSIVE LEADERSHIP STRATEGIES

- Understand the history and psychology of race
- Analysis of systems and procedures
- Incorporating the voice and feedback of ALL voices...at ALL levels
- Redistribution of resources and opportunities to enable equity
- Believe your people
- Hold people accountable with consequences...and reward



HR PITFALLS TO AVOID

Objectivity –vs- Subjectivity

Facts –vs- Opinions

Patterns –vs- Emotions

Qualitative Analysis –vs- Quantitative Analysis

Awareness –vs- Defensiveness

Collectivistic –vs- Ego Centric

**THOUGHTS..
REFLECTIONS...
QUESTIONS...**



Rethinking Diversity & Inclusion as a Health Dilemma

Dr. Atira Charles on YouTube

https://www.youtube.com/watch?v=pVh3klde_TU



SAVE THE DATE!

We hope you'll join us at the
NILG 2021 National Conference

August 1 – August 4, 2021
Omni® Nashville Hotel
Nashville, Tennessee

Win a Complimentary
Registration to the NILG 2021
National Conference!

TO LEARN MORE VISIT:

<https://www.nationalilg.org/2021-conference-giveaway/>



2021 NATIONAL CONFERENCE

**STRIKE A CHORD
FOR EQUALITY AND COMPLIANCE**





Thank You

Join the NEW NILG LinkedIn Page to stay current on agency news,
free NILG webinars and national conference updates:

<https://www.linkedin.com/company/nilg>



SHRM PDC #20-4DQCX
HRCI Activity #530587

"The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."