

Tyrone A. Holmes, Ed.D

A Professional Speaker and Consultant
Building Powerful CONNECTIONS® in
Diverse Organizations



Equity, Empathy and Your Role as An Ally

Organizational equity, which is the E in DEI, can be defined as creating environments that maximize the likelihood of success for a diverse array of individuals. It's shaping the circumstances that consistently facilitate the success of people from different backgrounds, who may bring diverse skillsets and ways of thinking to the workplace. Unconscious bias can have a significant impact on the creation of such environments. The primary purpose of this session is to identify specific steps we can take to mitigate the negative impact of these biases and to serve as an ally to potentially disenfranchised individuals.



Because of this presentation, you will be able to:

- Define equity and describe specific types of unconscious bias that can negatively impact organizational equity (e.g., *recency bias*, *proximity bias* and *beauty bias*).
- Identify specific steps we can take to reduce the negative impact of unconscious bias on organizational equity.
- Define ally and identify specific steps you can take to advocate for and support underrepresented group members.
- Describe the impact of empathy in the creation of equitable environments where members can be their true, authentic selves.

Book Dr. Holmes for your next meeting or event

Contact info

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Testimonials

A very unique ability is to captivate an audience and make them process your spoken words long after you have left the room. This, I am sure, occurs on many occasions when Dr. Tyrone A. Holmes speaks. It certainly happened when he spoke at the Association for Multicultural Counseling and Development's Samuel H. Johnson Luncheon. He understood our mission and delivered a powerful and memorable keynote address that provided our guests with the "professional opportunity of a lifetime".

S. Kent Butler, Ph.D, PLPC, NCC, NCSC, Associate Professor, University of Missouri at St. Louis

Dr. Holmes, on behalf of the entire membership of the Michigan chapter of Meeting Professionals International, I want to thank you for speaking to our group today. Unconscious Bias needs to be more widely recognized and actively fought, not only in our industry, but in our own communities. Thank you for sharing your knowledge and giving us tools in the fight.

Maryellen Jansen, V.P. of Education, MPI Michigan

Thanks Tyrone! Building Powerful Business Relationships in a Culturally Diverse Society was a huge hit! Everyone really enjoyed the presentation and we all learned something new about L.U.C.A.S. and the S.O.L.E.R. Technique that we can use at work and home. I'm going to recommend you to Garland Preddy, Education Coordinator at the National SGMP Headquarters. This is a topic that we all need to work on and you provided some excellent communication tools for us to implement.

Michelle Fink, Vice President, Arizona Society of Government Meeting Professionals, Phoenix, AZ



Dr. Tyrone A. Holmes is a professional speaker and consultant who has spent more than two decades teaching thousands of people to build powerful relationships in diverse settings. He received his bachelor's degree in Rehabilitation Education and master's degree in Counselor Education from Penn State University. Dr. Holmes received a second master's degree in Business Management from the State University of New York, before earning a perfect 4.0 GPA in his Counselor Education doctoral program at Penn State. As the owner of T.A.H. Performance Consultants, he has facilitated more than 1,500 keynotes, training seminars and virtual workshops that have taught participants to connect with others despite their differences, to effectively articulate their messages, to connect with diverse audiences and groups, and to reduce the negative impact of unconscious bias. Dr. Holmes served as a full-time faculty member at Eastern Michigan University in the Department of Leadership and Counseling, and at Wayne State University in the Department of Theoretical and Behavioral Foundations. He is also a Past President of the Arizona Chapter of the National Speakers Association. Dr. Holmes was awarded the designation of eSpeakers Certified Virtual Presenter, Certified Virtual Host and most recently, Virtual Master Presenter.

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