



PRIDEONBRAND

The Intersection of Race & LGBTQ+ in the Workplace
With BNY Mellon's Patty Dingle & MIT's Dr. Reza Rahaman



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OUT & EQUAL
WORKPLACE ADVOCATES

Podcast Discussion Guide

Overview

This June, Out & Equal has partnered with The Lead With Your Brand!™ podcast, hosted by Jayzen Patria, for special Pride month programming. Each week in June, the podcast will feature an out leader with a powerful authentic story to share in addition to two special roundtable discussions.

Pride on Brand : The Intersection of Race and LGBTQ+ in the Workplace

In this special episode, Jayzen welcomes Patty Dingle from BNY Mellon and Dr. Reza Rahaman from MIT to explore the impact of race and sexual orientation on their careers and in the workplace.

Patty is the Head of Diversity and Inclusion, Americas and is responsible for leading the region's engagement in our global diversity and inclusion (D&I) strategy. Prior to BNY, Patty held a similar role at Visa. She is an out lesbian who identifies as "blasian."

Reza identifies as an out gay man of Indian and Arab descent who is muslim. Prior to returning to MIT as the leader of the Gordon MIT Engineering Leadership program, he was the Vice-president of Research, Development, and Innovation for the Specialty Division of the Clorox Company.

In this episode, Patty and Reza candidly share their experiences and how their intersectional identities have shaped their careers and the workplace.

Out & Equal has developed discussion guides to supplement the program, and we encourage you to use the podcasts as a virtual "book club" with your resource group or team! Listen to the episodes and schedule a group discussion using this resource as part of your own Pride programming.

Check out <http://www.leadwithyourbrand.com/pride> to listen to the podcasts and visit <https://outandequal.org/pride-out-of-the-box-an-erg-guide-to-celebrating-pride-virtually-in-2021/> to explore Out & Equal's Pride resources!

Pride on Brand : The Intersection of Race and LGBTQ+ in the Workplace

Intersectionality is the recognition of the many identities each of us holds, and the ways they shape our lived experiences. Additionally, intersectionality is viewed as a framework for conceptualizing a person, group of people, or social problem as affected by several discriminations and disadvantages. It considers people's overlapping identities and experiences in order to understand the complexity of the prejudices they face.

"Intersectionality is an analytic sensibility, a way of thinking about identity and its relationship to power. Originally articulated on behalf of black women, the term brought to light the invisibility of many constituents within groups that claim them as members, but often fail to represent them. Intersectional erasures are not exclusive to black women."

-Kimberle W. Crenshaw

*Kimberlé W. Crenshaw is a pioneering scholar and writer on civil rights, critical race theory, Black feminist legal theory, and race, racism and the law. In addition to her position at Columbia Law School, she is a Distinguished Professor of Law at the University of California, Los Angeles. Crenshaw's work has been foundational in critical race theory and in intersectionality, a term she coined to describe the double bind of simultaneous racial and gender prejudice.**

**Columbia Law School, Faculty; Kimberle W. Crenshaw; <https://www.law.columbia.edu/faculty/kimberle-w-crenshaw>*

How to Use this Guide

This Pride on Brand resource guide comes complete with everything you will need to add your voice to the conversation, and can be used individually, or with groups of any size. To start, visit www.leadwithyourbrand.com/pride and listen to at least one of the highlighted interviews. Then turn to the discussion questions and take time to reflect on what you heard.

If you are working through these questions as a group, we recommend establishing conversational – or group – guidelines prior to starting your discussion. These can help ensure that everyone feels safe to engage with the material, and that conversation stays focused on the content at hand.

Examples of group norms are:

- Encourage one speaker at a time
- Be mindful of how much airtime you are taking up, compared to your colleagues – encourage equal contribution from your group's members
- Understand Impact vs. Intent: we always want to assume good intent, but that doesn't negate the fact that we can unintentionally do harm to one another. Don't be afraid to apologize if you unintentionally hurt someone
- Lean into discomfort: learning is hard! Practice building up that muscle that is your curiosity, and lean into new ideas and conversations

Discussion Guide

After listening to the podcast interviews, please utilize the following discussion questions to spark an engaging conversation on the topic of LGBTQ+ Leadership. These questions may be answered within a larger group or used to spark small breakout group discussions for more intimate conversations. Before beginning, please refer the group back to the suggested group norms. These will help ensure that the conversation remains respectful and focused on the topic(s) at hand.

Discussion Questions

- What does intersectionality mean to you? Has your understanding evolved after listening to the podcast interviews?
- Have you experienced discrimination and/or prejudice due to one or more of your overlapping identities?
- How do your overlapping identities affect your interactions in the workplace?
- If you were to ask your leaders about intersectionality, how would they respond?
- Which of your identities would you say is overlooked in the workplace and why? What do you think needs to happen to ensure that all of your identities are seen and valued?
- Do you believe that your leaders recognize and value the reality of intersectionality? If so, how so? If not, why not?
- Has having multiple identities benefitted or hindered your professional development in the workplace?
- Are there ways that you can support your workplace in promoting intersectionality and the benefits of valuing overlapping identities?