



Altria

Your Authentic Self Workshop

Presented by Mosaic

m o s a i c

How It All Began...



Opportunity for Change

STATEMENT	TOTAL n=402	LGBTQ n=15	DIFF.
Where I work, I can be myself.	82%	33%	- 40 pp !
When I come to work, I leave my true self at home.	16%	53%	+ 37 pp !
Senior leadership is supportive of having a diverse workforce containing LGBTQ employees.	80%	40%	- 40 pp !

Be You

Today you are **YOU**
that is **TRUER** than true.
There is **NO ONE** alive
who is **YOUER** than **YOU**.

- Dr. Seuss



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Think. Reflect. Draw Your Path of Life.

- **Reflection:**

Identify Distinct Life Events or “crucibles”

- Who are you?
- Why do you do the things you do?
- What makes you your True Authentic Self?



cru·ci·ble

[ˈkrʊsəb(ə)l]

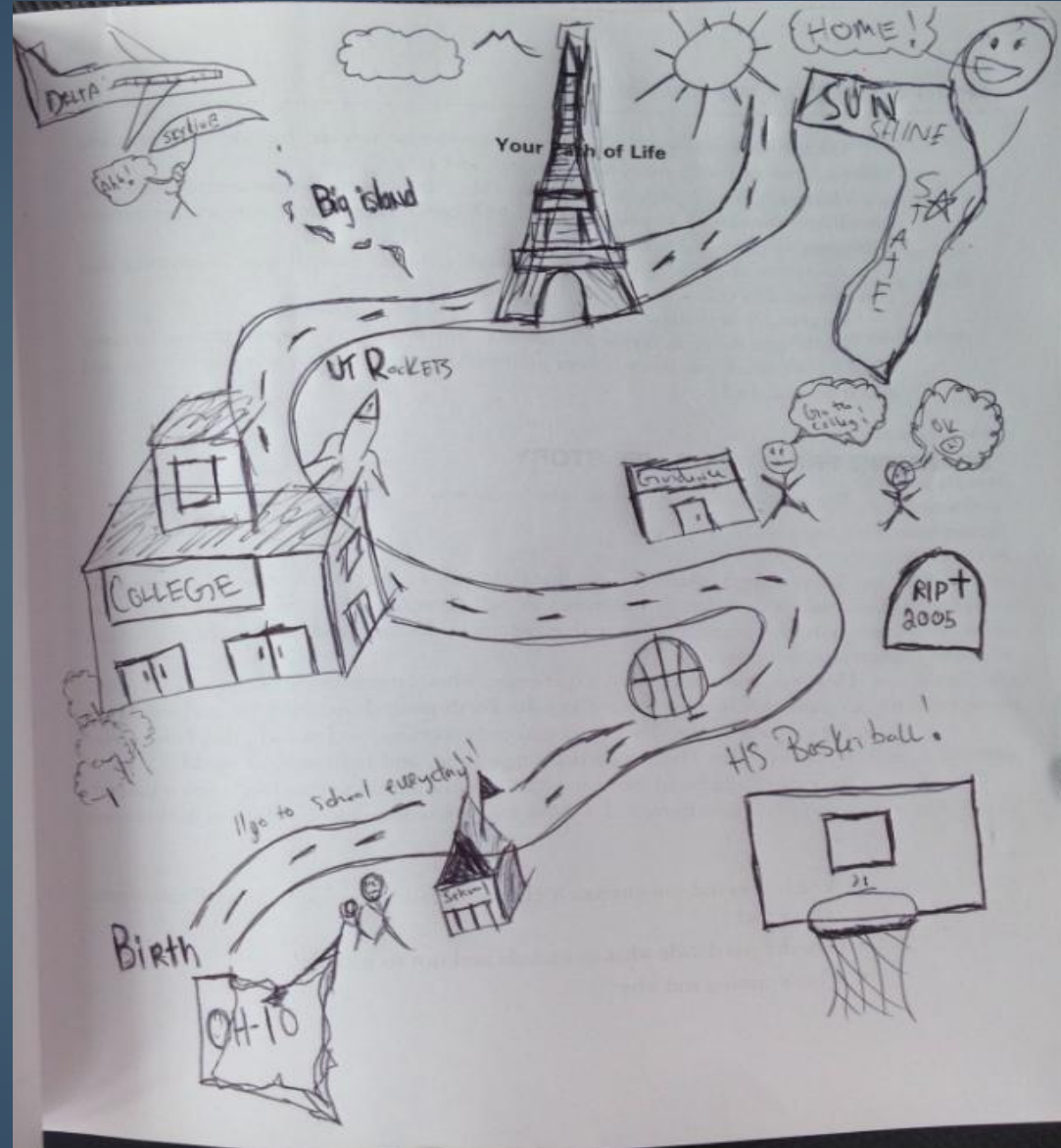
NOUN

- Get Creative **Draw Life Journey**

- Be ready to share your story in a small group.



My Life Journey



Debrief

Group Discussion

- What new things did you learn about your peers?
- How did it feel to share something personal?
To hear something personal?
- What have you learned about authenticity through this exercise?



Spreading the Word

- Fit it into something they are already doing
- Use the language they are already using

How on earth am I going to meet our “Project Change” goals for developing my team on D&I?

“Project Change”
D&I Action Plan

Your Authentic Self

2018 MOSAIC D&I Action Plan Menu

Grow People and Teams

Learn & Develop

- Your Authentic Self workshop (1 hour)**
+ Ally take home packets

- LGBTQ 101 for a group*** (1 hour - \$200)
+ Ally take home packets
Led by SidebySide, Richmond's leading LGBTQ training org
(small group discussions also available)

Champion Diversity

- Mosaic Diversity Champion** (cost group defined)
Your designee to keep your group current with the LGBTQ community.
Liaison to Mosaic and local LGBTQ organizations.





You are EMPOWERED
...to be yourself
...to take action
...to lead

Don't forget to fill out the
survey..



Thank you!



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