



Advancing Equity and Inclusion in the Workplace

February 12, 2020

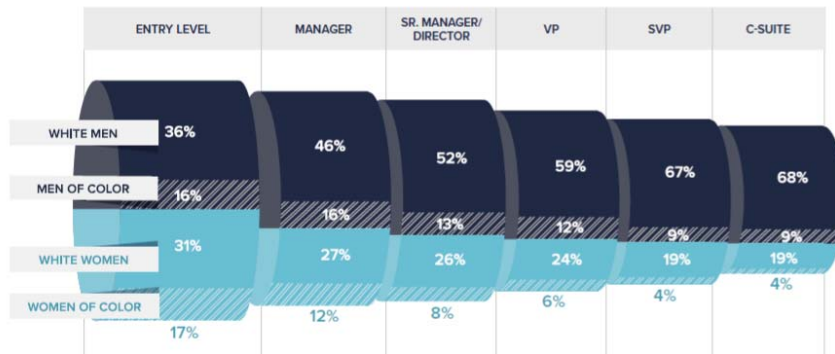
Ebonie S. Davis, Associate at Armstrong Teasdale
Kate Kerr, Director of Professional Development and Inclusion at Armstrong Teasdale
Rachel Orr, Partner at Armstrong Teasdale
Kara Larson, Assistant General Counsel at Evergy, Inc.

© 2020 Armstrong Teasdale LLP

Our Mission: Always exceed expectations through teamwork and excellent client service.

1

Diversity in Corporate America

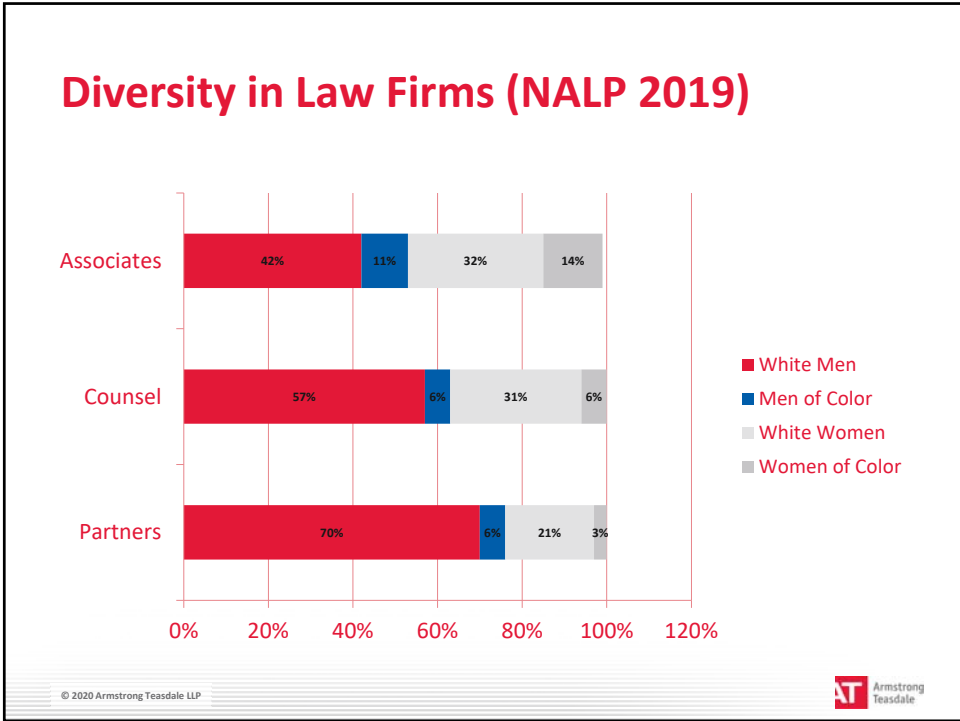


McKinsey & Company, LeanIn.org 2018

© 2020 Armstrong Teasdale LLP



2



3

Exploring Implicit Bias

- “Mental shortcuts that fill in gaps in knowledge with similar data from past experiences and cultural norms”

© 2020 Armstrong Teasdale LLP

4

In-Group v. Out-Group

▪ In-Group v. Out-Group

- Exclusive group of people who typically share a common interest or identity (can be around gender, ethnicity, common work experience, age, religion, geography, affiliations, socio-economic differences, etc.)
- Occurs as people seek similarities or similar experiences
- Tend to identify more closely around similarities
- Differences may come out during inter-group contact

© 2020 Armstrong Teasdale LLP



5

Imposter Syndrome

- Imposter syndrome can be defined as the feeling of being inadequate – even despite contrary evidence. It's always doubting yourself and thinking you are a fraud. You don't belong; you are not good enough.

© 2020 Armstrong Teasdale LLP



6

Allyship

- **Act of being an ally**
 - Offers supportive association with another person or group
 - Builds relationships based on trust, consistency and accountability with underrepresented or marginalized individuals and/or groups of people
 - Provides assistance and support in an ongoing effort, activity or struggle (noun)

© 2020 Armstrong Teasdale LLP



7

Immediate Actions

- **Listen and Learn**
- **Choose and Use Supportive Language**
- **Educate Yourself about Implicit Biases and Micro-Aggressions**
- **Pay Attention to Your Position/Privilege**
- **Be Intentionally Inclusive**
- **Empower Others**
- **Understand Your Role**
- **Speak Up – Intent v. Impact**

© 2020 Armstrong Teasdale LLP



8



Ebonie Davis
816.472.3154
edavis@atllp.com



Kara Larson
816.556.2097
kara.larson@evergy.com



Rachel Orr
816.472.3117
rorr@atllp.com.com



Kate Kerr
314.552.6636
kkerr@atllp.com



atllp.com

© 2020 Armstrong Teasdale LLP