

## Illinois Diversity Council

### 13<sup>th</sup> Annual IL Women's Conference

#### Concurrent Session 1 from 9:15 – 10:00 am

#### **Growing & Glowing: All I Need is Within!**

GLO- up, is a coined phrase that represents timely and interpersonal transformation. We are going to fully listen, go within and beyond! Share stories of growing and glowing personally and professionally which celebrates our Superpowers. Growth is not a destination but a journey, let's savor the milestones and maneuver a strategy that cultivates self-care and self-love. Seasoned SHERos will cascade what they wished they had known and therefore provide the foresight of avoiding people, places and things that do not serve our passions and purpose.

#### **Working Side by Side: Generational Diversity in the Workplace**

In today's workforce, there is a presence of Baby Boomers, Generation X, Millennials and Generation Z. According to a recent report, when it comes to styles of communication, Baby Boomers prefer in person or telephone, while Gen X prefers emails. On the other hand, Millennials and Generation Z communicate more through text, social media and Facetime. What are ways that we can integrate different work styles to work collectively and empower one another across generational differences?

#### **Diversity of Womanhood: Intersectionality and Identity**

Womanhood is complex, intersectional and diverse in nature. Kimberle Crenshaw coined the term intersectionality in 1989. It describes how race, class, gender and other individual characteristics intersect with one another. Women are an array of identities, including race, ethnicity, gender identity, sexual orientation, generation, etc., that make us who we are and allows us to show up in spaces with multiple perspectives and our unique lived experiences. Furthermore, intersectionality of experiences means that not every experience of womanhood is the same. Some women experience microaggressions and are constantly bombarded with "prove it again" bias where they constantly feel the need to prove their competency to higher-ups and male colleagues. How does intersectionality continue to shape today's society? What are some experiences that have propelled you forward in your journey of empowerment? How can we support women in leveraging all versions of their intersectionality in the workplace?