

Five Conversations I'm Sick of Having About Diversity

Corporate Talk

Diversity is a hot topic, but the popular conversation is full of incomplete data, misunderstandings, and misnomers. In my work with women in male-dominated industries, I spend a good portion of my day in discussions about diversity and inclusion. In every conversation, I spend at least some time addressing five common misconceptions that hamstringing diversity efforts. Having these same conversations over and over isn't moving us forward.

The good news is that these misunderstandings aren't complicated -- you don't need a degree in women's studies to untangle them. So let's change the conversation!

Talk Outline

This talk will cover five common discussions about diversity that are due for retirement or a refresh. We'll cover:

- Filling the talent 'pipeline'
- The 50% goal
- The risk of hiring unqualified randos
- Diversity goals, targets, and quotas
- Measuring diversity

The goal of this talk is to dissect these misunderstood topics so that we can move on from these conversations to the ones that will really move the needle for diversity and inclusion.

About The Speaker



Holly Burton
Leadership Coach for Women in Male-Dominated Industries

Holly is speaker, facilitator, consultant, and coach with expertise in leadership, career development, feminist theory, and the unique mix of issues that make it challenging for women to succeed in STEM fields.

Holly spent the first ten years of her career as a mining engineer in an industry that is only 17% female. She now coaches ambitious women that want to advance their careers and works with companies to develop programs to retain female talent.

Holly speaks regularly at organizations including EA Games, DevOps Days Vancouver, Women in Mining BC, Disrupt HR, The BC Women in Energy Network, UBC Masters of Public Policy & Global Affairs, Women in Tech Week, The Society for Canadian Women in Science and Technology (SCWIST), The Women in Leadership Foundation, and her own Women in Male-Dominated Industries Speaker Series.

Holly can be found online at her [website](#), or via her meetup, [Women in Male-Dominated Industries](#).

The Details

Length: 1 Hour **Format:** Lecture-style talk (with Q&A)