



# SCOT CONWAY

The Martial Life Catalyst Speaker

## The #1 Diversity Problem Isn't What Most People Think

Scot Conway is an Asian man with an Irish last name - the product of mixed marriage. In his travels, he has been discriminated against and even threatened with physical harm over his race.

The oppressor-oppressed model that is becoming increasingly popular is a ticking time bomb in three massive ways.

First, it is probably illegal. Right now, the model is riding a wave of social popularity that is so strong that it is not being appropriately challenged. After that wave is over, many of the programs might be found discriminatory. That's a very costly disaster in the making.

Second, it isn't working. When the best results being reported are that diversity training helps for a day or two, that's already a problem. When the long term effects are less diverse workplaces, that's a bigger problem. When it produces the opposite effect as intended, that's a disaster.

Third, it makes things worse right now. Companies make money on the harmony of their team. They rise and fall on the partnership of the team. By fomenting villain-victim roles, the current models are breaking teamwork. They are making opponents out of partners. They are destroying the teamwork upon which companies rely.

All of this suggests one simple, obvious truth: We need to do something different.

### Your audience will learn how to:

- ✓ Spot the #1 most consistent mistake every time it occurs
- ✓ Engage productively and collaboratively on hot button topics
- ✓ Solve the real diversity issues without creating legal issues
- ✓ Expand teamwork across diverse groups

(Perfect for Culture-Building, Diversity Training, and Conflict Resolution)

## BOOK SCOT CONWAY

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