

Ep 30. Show Notes. 1.31.2025

A Black and White World with Annemarie Shrouder

Today's episode was recorded on January 16th, 2023, on Martin Luther King, Jr Day. It's a powerful conversation I had with author and diversity and inclusion expert, Annemarie Shrouder.

Here in the USA, we just held the inauguration for the incoming President, a convicted felon, and his sycophants who have crafted Project 2025, on January 20th, ironically falling on MLK, Jr Day.

Since day One, DEI has been under attack.

Federal agencies have begun removing resources from their webpages following 47's executive order cracking down on diversity, equity and inclusion initiatives. Agencies also have been cancelling staff trainings and shuttering diversity offices to comply with the order, who has called for all DEI staff to be put on paid leave and eventually be laid off. Companies have begun to follow suit.

It felt more important than ever to replay this extraordinary conversation, almost like an act of resistance.

Annemarie, dubbed the DEI whisperer, and I talk about ...

- Color blindness and the lengths we will go NOT to see difference
- The power of diversity and inclusion – “Inclusion leads to diversity, but diversity doesn't always lead to inclusion”.
- How to create safe spaces and the dance of sharing who you are.
- The construct of race vs racism.

And most importantly, we talk about her book.

- Being bi-racial – and not fitting in to either group.
- How writing poetry helped her to find her voice
- Weaving poetry, personal stories for context, and DEI leadership teachings.

Annemarie is the author of the bestselling book, *Being Brown in a Black and White World: Conversations for Leaders about Race, Racism and Belonging* in which she expertly and courageously explores, in all the stories she shares in her informative and powerful book, how we can move from the structures of Either/OR, choosing sides, staying polarized – to the inclusive mindset of BOTH/And, that embraces complexities found within each of us and in our world at large.

A Diversity & Inclusion expert with a Masters in Bias Awareness, Annemarie has spent more than 20 years in the field of Diversity and Inclusion as a facilitator, consultant, and international speaker.

Watch on YouTube:

<https://app.maximizeu.life/podcast/edgeofeveryday>

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