

ZENA NEWS

DEC 21



STRATEGIES TO REACH DIVERSITY & INCLUSION GOALS



Sharing is a Two-Way Street

Are you blessed with extra time or money this holiday season? If so, consider ways to 'pay it forward' and you'll probably feel really good.

Give To Get

Mentor- The expertise you've spent years developing can be a wonderful gift. Learn more from Lisa Fain, director of the [Center for Mentoring Excellence](#).

Or, consider [reverse mentoring](#), which flips the age model. It's a way for mature professionals to gain new skills, perspectives, networks, and friends.

Volunteer- This takes less commitment and can tap into your personal interests. The choices are unlimited.

With the COVID increase in virtual meetings, physical location is less of a barrier for either of these activities.

Donate- If you missed [GiveBIG](#), no worries! Your favorite charity will appreciate a donation any time.

Buy Local and Direct- Small businesses are the heart of your community and [greener](#) than online stores.

Ask To Grow

Stay balanced by asking for help. Think about the satisfying connection you get from giving, and create it for another. What do you need to succeed in 2022?



2021 ARCHIVE

NOV- Small Town Doesn't Necessarily Mean Small Minded

OCT- Latino/a Business Growth & Entrepreneurship

SEP- Gen Equity Won't Tolerate 'Tolerance'

AUG- Use D&I Tools to Resolve Covid Conflict

JUL- Managing Re-Entry & 'The New Abnormal'

JUN- Spotlight on Asian American & Pacific Islander (APPI) Business

MAY- Diversity & Inclusion is a Leader's Job

APR- Has Diversity & Inclusion Lost it's Roots?

MAR- Diversity & Inclusion for Innovators and Start-Ups

FEB- Put Meat on the Tired Bones of 'Celebrate Diversity'

JAN- COVID-19 Threatens Small Business Diversity

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