



NCHEPM Monthly Meeting

April 2022

Agenda

- Welcome
- Acknowledgements: Meeting Sponsors
- Featured Speaker
- Announcements & Updates
- Reminders
- Open Forum
- Next Meeting

Acknowledgements: Meeting Sponsors

UNITED STATES
PATENT AND
TRADEMARK OFFICE



Featured Speaker



Tinisha Agramonte
Chief Diversity Officer
Motorola Solutions

Is There A Class Ceiling?

Humble Beginning Should Not Limit How Far One's Drive and Talents Will Take Them—

Tinisha L. Agramonte
Proud First Generation Professional & Chief Diversity Officer
Motorola Solutions, Inc.

Is There A Class Ceiling?

YES

And it impacts First Generation Professionals, many of whom are from low-income backgrounds.

What is a First Generation Professional?

TRAILBLAZERS!!!

- College graduates whose parents do not have a bachelor's degree and/or they are the first in their family to traverse into corporate work environments (i.e., parents' careers consisted of traditional blue-collar positions or those not requiring a college education).
- Many first-generation professionals come from low-income families
- This definition captures many, but not all that are represented on the continuum of first-generation professionals.

Do Differences in Socio-Economic Status have an Effect on Employee Success and Inclusion in the Workplace?

- ❖ Studies conducted by Payne and Krabill conclude the extent to which an employee fits in and achieves success within an organization depends largely on how their resources, connections (relationships) and hidden rules mesh with the resources, connections, and hidden rules of the organization.

“From childhood, we learn behaviors and hidden rules necessary for survival in our economic classes.”

Chicago Tribune

Forbes

SLATE

Career earnings of low-income graduates lag, study says

By [Gail MarksJarvis](#)

I'm A Blue-Collar Guy In A White-Collar World

By [Liz Ryan](#)

The Next Step to Diversifying the Workforce? Support First-Generation Professionals

By [Elizabeth Morehead](#)

Expanding Inclusion Paradigm to Include Socio-economic Status

Examining workforce inclusion through a broader lens that includes socio-economic status and/or the intersection of SES and primary diversity characteristics (race, ethnicity, gender, disability, etc.).

Many FGP's Face Barriers Associated with being

“ The ‘First’ & Social Class Transitioners”

Did You Know?

11

- Workers who come from lower social-class origins in the U.S. are 32% less likely to become managers than those who come from higher social class origins. Also, social class disadvantage in the workplace prevails in every major economy around the world.
- Research shows that when a disadvantaged group is well represented among company managers, that group receives more effective advocacy; hence, the need to raise awareness and ensure equitable representation.
- Race exacerbates the inequities: Blacks from lower-class origins are substantially less likely than whites with similar backgrounds to become managers.
- First Generation Professionals are Trailblazers and bring incredible skills to our workforce!!! Let's ensure they have equitable opportunities to thrive and contribute.



Potential Individual Barriers

- ❖ Lack of awareness and understanding of the “unwritten rules”
- ❖ Lack of awareness on how to tap into and leverage networks
- ❖ Managing Self Efficacy/Building Professional Confidence

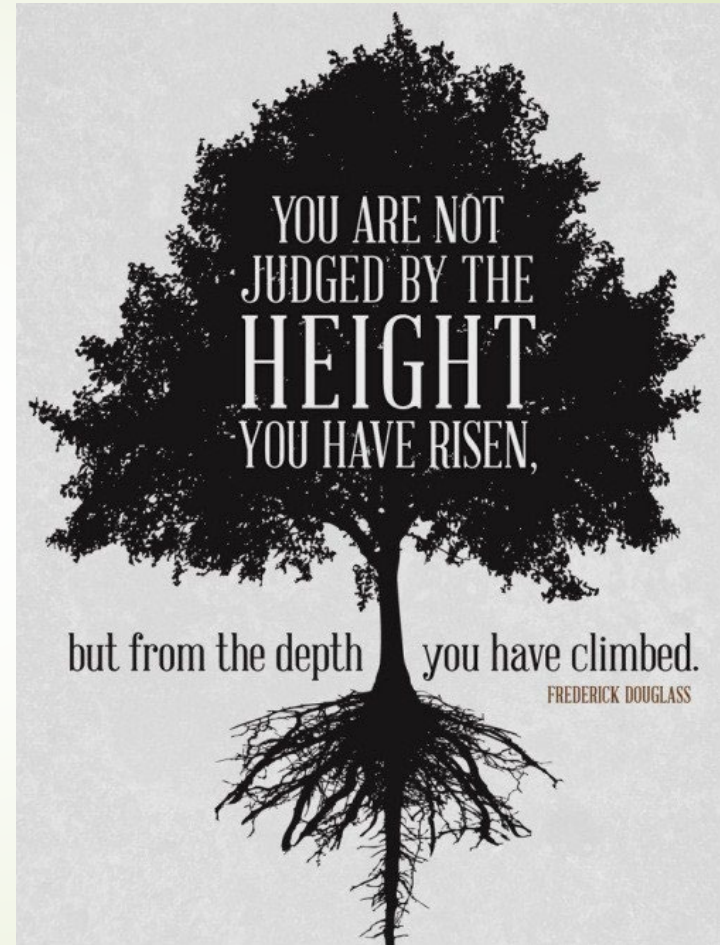
Some Potential Institutional Barriers

- ❖ Unpaid Internships
- ❖ Bias in Recruitment; Promotion; and Development Practices
- ❖ Affinity Bias
- ❖ Unwritten Rules
- ❖ Workplace Inflexibility
- ❖ Non-Inclusive Networking Opportunities



**What Got
You Here**

**May Not Get
You There!**



They all had a humble beginning...



**Sonia Sotomayor,
Assoc. Judge, SCOTUS**



**Oprah Winfrey,
Harpo Productions**



**Lloyd Blankfein,
Goldman Sachs Group**



**John Paul DeJoria,
John Paul Mitchell**



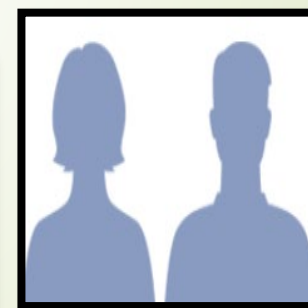
**Howard Schultz,
Starbucks**



**Shahid Khan,
Jacksonville Jaguars**



**Ursula M. Burns,
Xerox**



**You,
TBD**

Announcements & Updates

- **Monday, July 25, 1-4 p.m. (ET).** NCHEPM Half-Day Forum during the League of United Latin American Citizens (LULAC) National Convention



Announcements & Updates

- 2022 Latina Style 50 Awards & Diversity Leaders Conference is looking for volunteers to help implement the two-day event.
- [CLICK HERE](#) to register as a volunteer and choose from a variety of volunteer activity options.



24th Anniversary
LATINA Style 50
Awards and Diversity Leaders Conference

CALL FOR VOLUNTEERS

MAY 18 & 19, 2022

LATINA Style is looking for volunteers that are reliable, resourceful, and dependable, to join us at the largest gathering of Latina executives in the nation!

Benefits:

- One year subscription to LATINA Style Magazine
- Complimentary parking
- Complimentary pass to the LS50 networking opportunity
- Breakfast and Lunch provided

Announcements & Updates

- **2022 Hispanic Heritage Month national theme: “Unidos: Inclusivity for a Stronger Nation,”** submitted by Ily Soares, supervisory accountant, Farm Credit Administration (FCA).
- **NCHEPM is looking for agencies to host/sponsor future monthly meetings.** See attached flyer for details.
- **Have an idea for a featured speakers for our 2023 monthly meetings?** Submit your recommendations to nationalcouncilhepm@gmail.com

Announcements & Updates (cont.)

- **We will be scrubbing our membership list** each quarter
 - **If you are no longer** an HEPM, SEPM, VEPM, Schedule A Coordinator, or EEO/HR/DEIA practitioner (either full-time or collateral duties), please let us know!
 - If you remain in the DEIA space but have changed agencies, let us know so we can **update your contact information**

- **Pass it on!** If you or someone you know is not a member of this Council and should be, [complete the membership form](#) on the [NCHEPM site](#). Membership is FREE.

Reminders

- E-mail nationalcouncilhepm@gmail.com with your feedback and/or suggestions for how we can improve our meetings.
- We are on social media! Be sure to:



Follow us: **@NatCouncilHEPM**

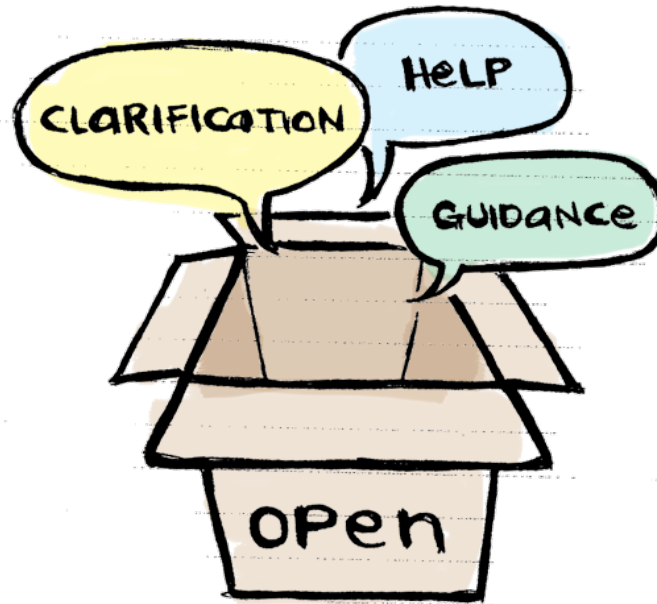


Like us: **@NCHEPM**



Connect with us: **NCHEPM**

Open Forum



Next Meeting

May 25, 2022 | 2-3:30 p.m. ET



Featured Speaker:

Sharon Wong

Executive Director

Strategic Talent Recruitment

Inclusive Diversity & Engagement

Department of Homeland Security

Contact Us



nationalcouncilhepm@gmail.com

<https://nationalcouncilhepm.org/>