

# Identity Preservation

**How to Live & Work  
with Authenticity,  
Balance & Support**







# Resources



*SCAN ME*

# Today's Objectives

- Embrace your authentic self & live & work with courage & integrity
- Recognize tendencies & pressures to assimilate to the norms of the dominant group
- Learn how to have courageous conversations about intersectionality in the workplace
- Access support resources to cultivate better self-worth, work-life balance, & career success



# Self-Worth

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- Integrity
- Authenticity
- Alignment
- Empowerment
- Courage
- Assertive Communication
- Healthy Boundaries
- Advocacy



# Self-Love

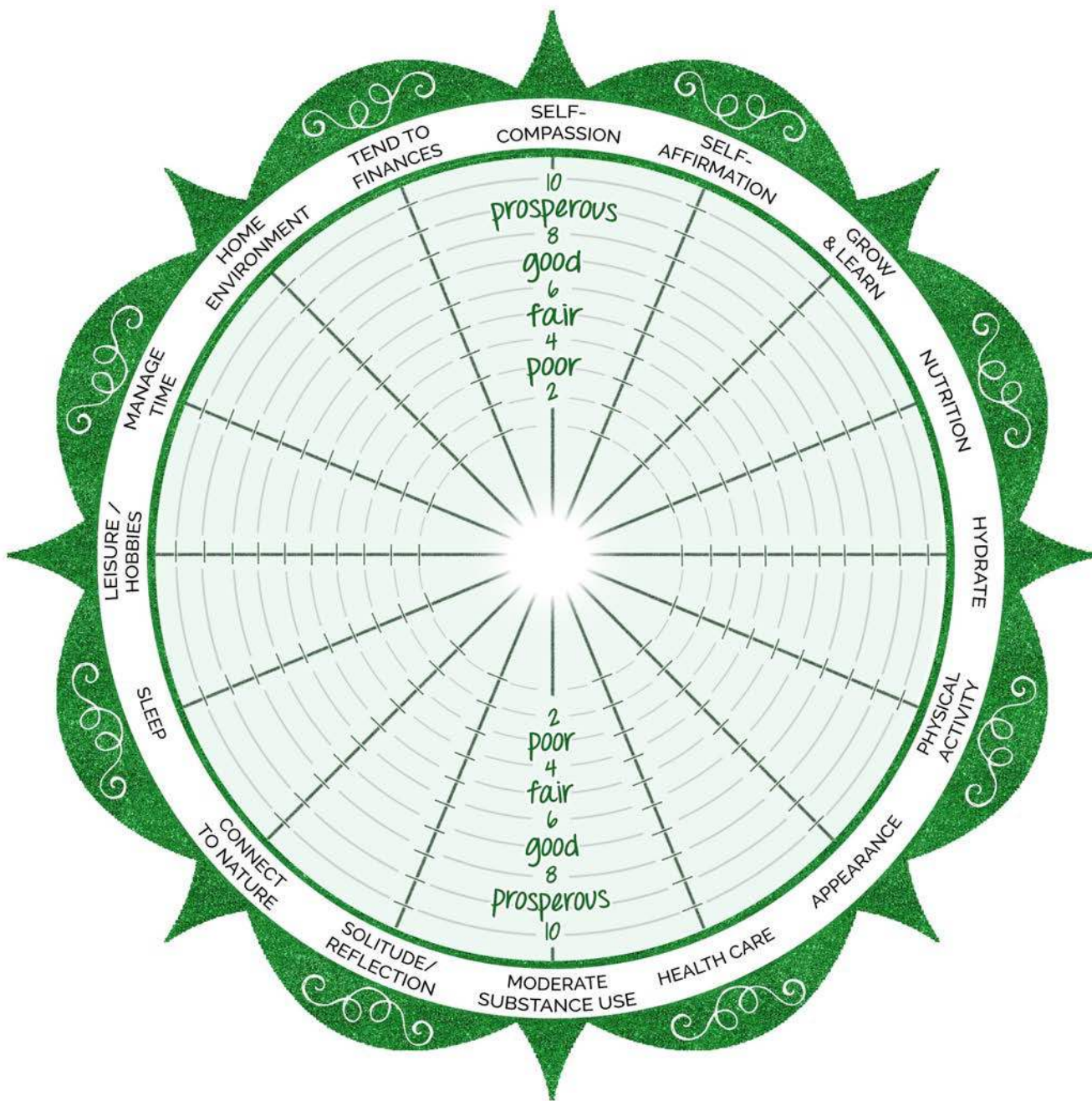
“You can search throughout the entire universe for somebody who is more deserving of your love and affection than you are yourself, and that person is not to be found anywhere. You yourself, as much as anybody in the entire universe, deserve your love and affection.”

- Buddha



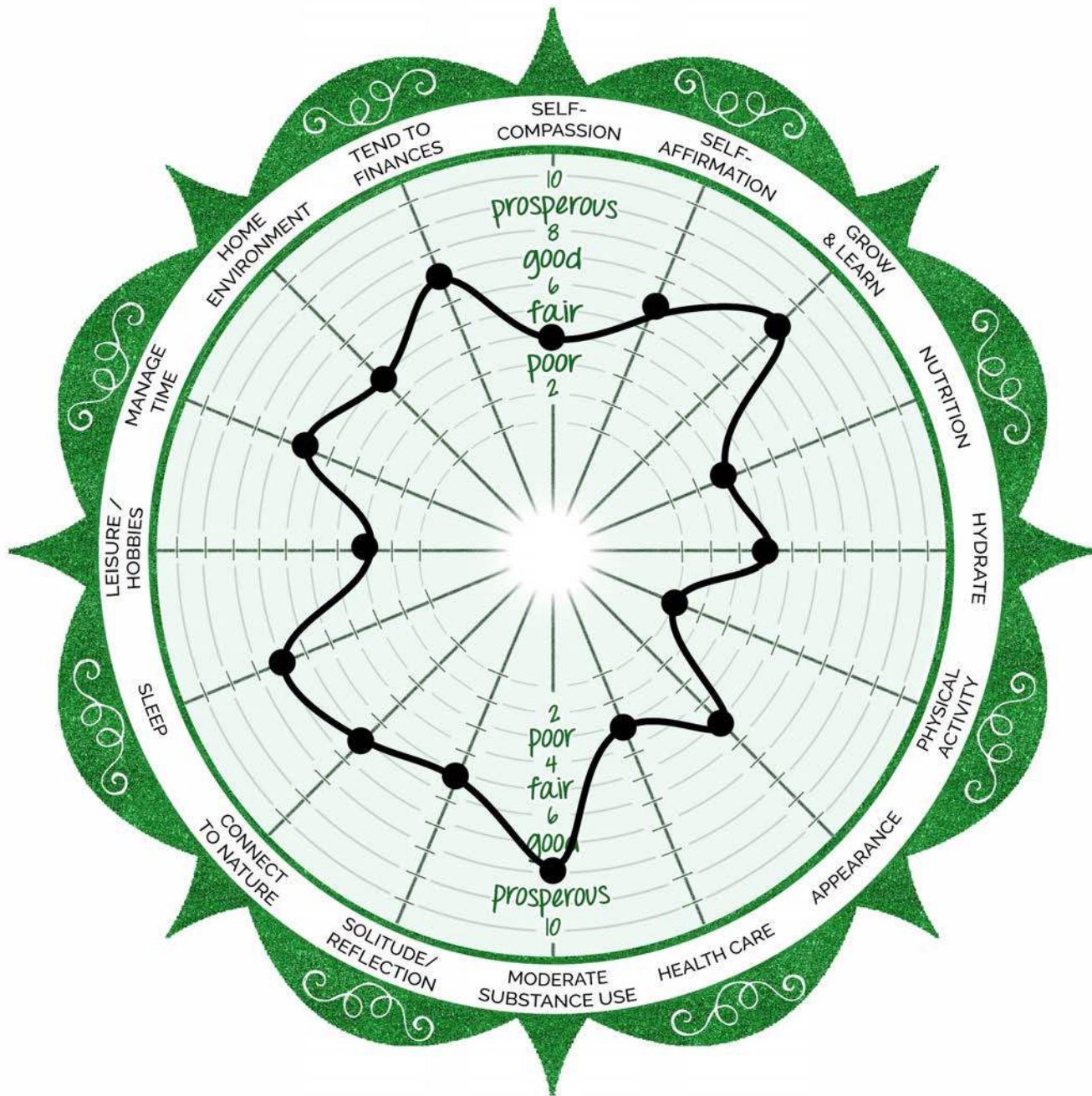
“  
You must **care**  
enough about  
yourself to  
welcome the life  
that you **deserve**.  
”





# Self-Love Wheel



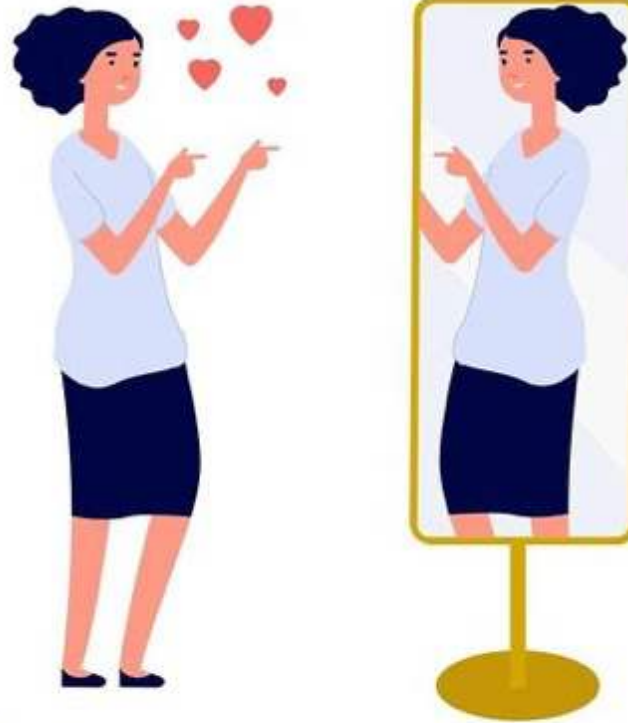


# Sample Completed Self-Love Wheel

**Having a healthy relationship with yourself is essential for happiness. Choose to be your own good parent, best friend, and greatest advocate.**



**I am always enough.  
Period.**



**Joyce Marter**

# Self-Awareness

- Use mindfulness and loving self-compassion to notice:
  - Tendency or pressure to assimilate to the dominant culture (AKA “coat switching”)
  - Prior traumas being triggered
  - Perceived sense of safety
  - Not staying true to core values, beliefs or sense of self





# What is Intersectionality

“the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

- Oxford Dictionary



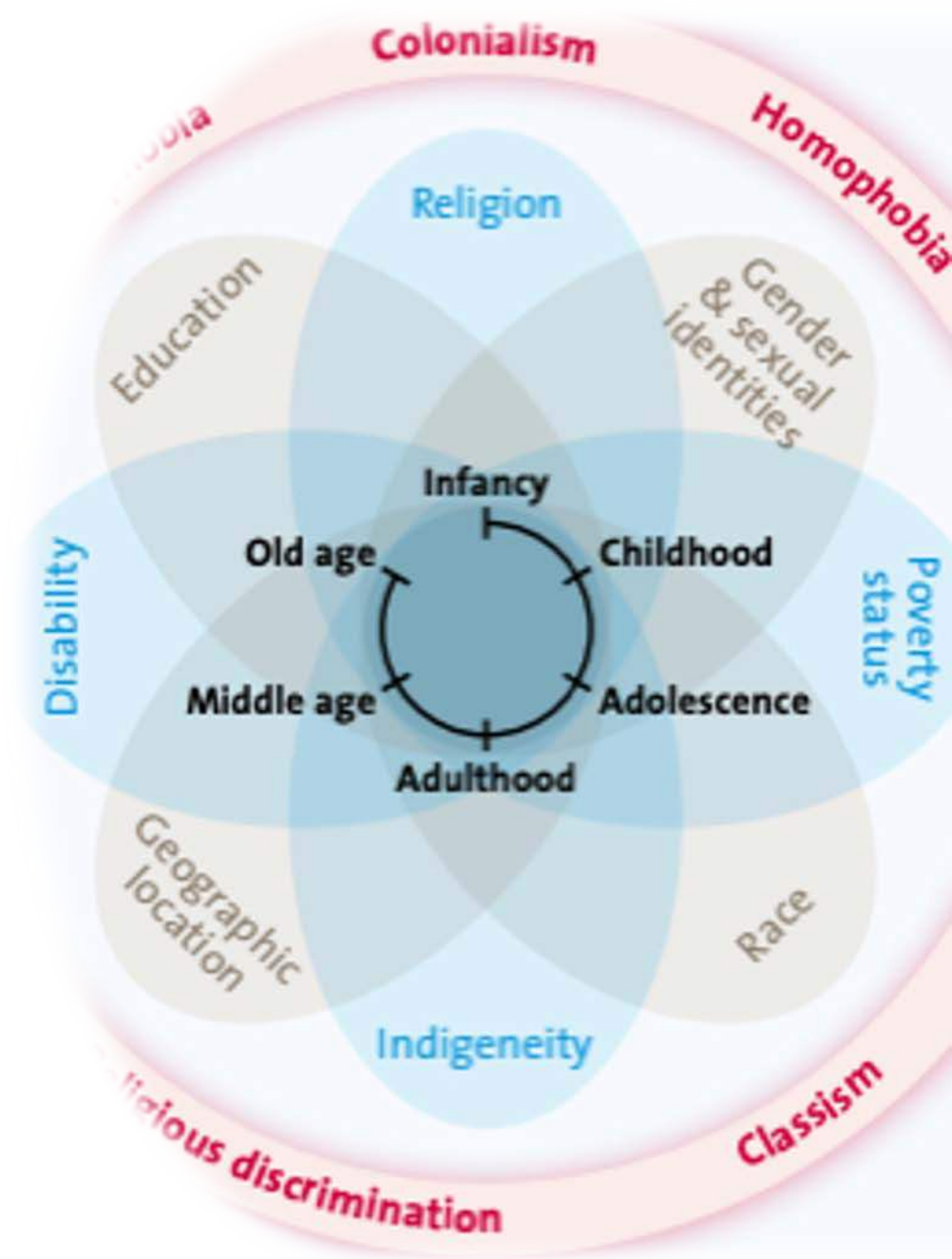
“ First used by Kimberle Crenshaw in 1989 to identify the multi-layered identities that impact how individuals are impacted by discrimination and access to power. ”



# Intersectionality

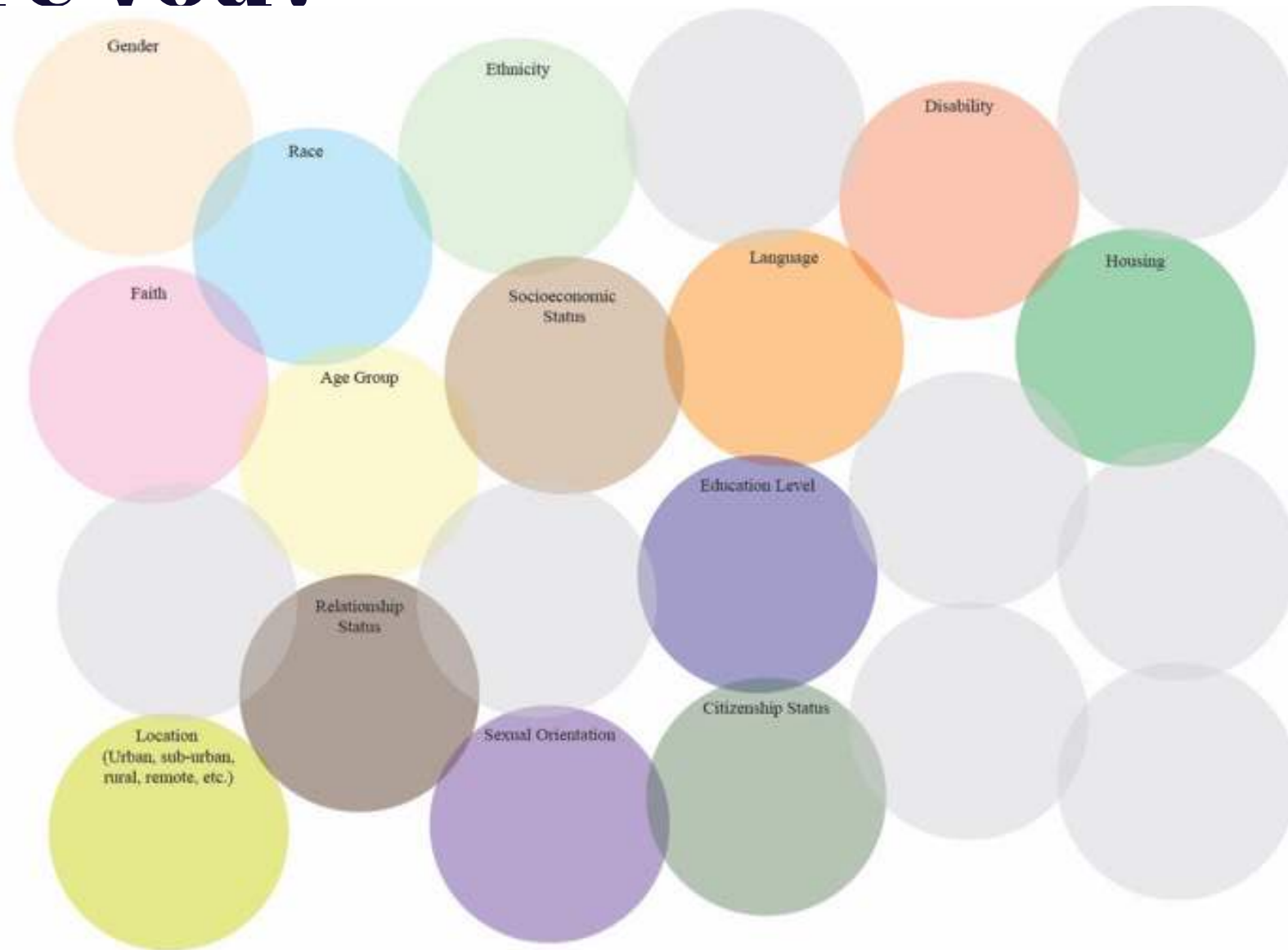
Can include but not limited to:

- gender
- race
- ethnicity
- language
- faith
- age group
- socioeconomic status
- education level
- disability
- location
- relationship status
- sexual orientation
- citizenship status
- housing
- family





# Who are you?



**Knowing what makes you who you are will help you navigate relationships and experiences. Sharing these insights will help others understand you.**





**We are walking  
around in our  
bubble**



**When our  
bubbles  
collide, what  
do you allow  
others to see?**

**What do you  
take time to  
see?**

# Compassion

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou



Keep intersectionality  
in mind throughout  
the day to ensure that  
individuals are not left  
out.

Use areas of privilege  
to build others up and  
provide access to  
what has been denied.



“

“When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change.”

Ijeoma Oluo, So You Want to Talk About Race

”





# Allies and Advocates

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## Allies:

- one that is associated with another as a helper : a person or group that provides assistance and support in an ongoing effort, activity, or struggle

## Advocates:

- one who defends or maintains a cause or proposal
- one who supports or promotes the interests of a cause or group
- one who pleads the cause of another



# Create Psychological Safety in the Workplace

Identifying within our intersectionality identity our spheres of influence and how to use those for others.

Creating a safe space for individuals to be their true selves and can have discussions without filtering themselves and be truly heard.

Initiate courageous and compassionate conversations



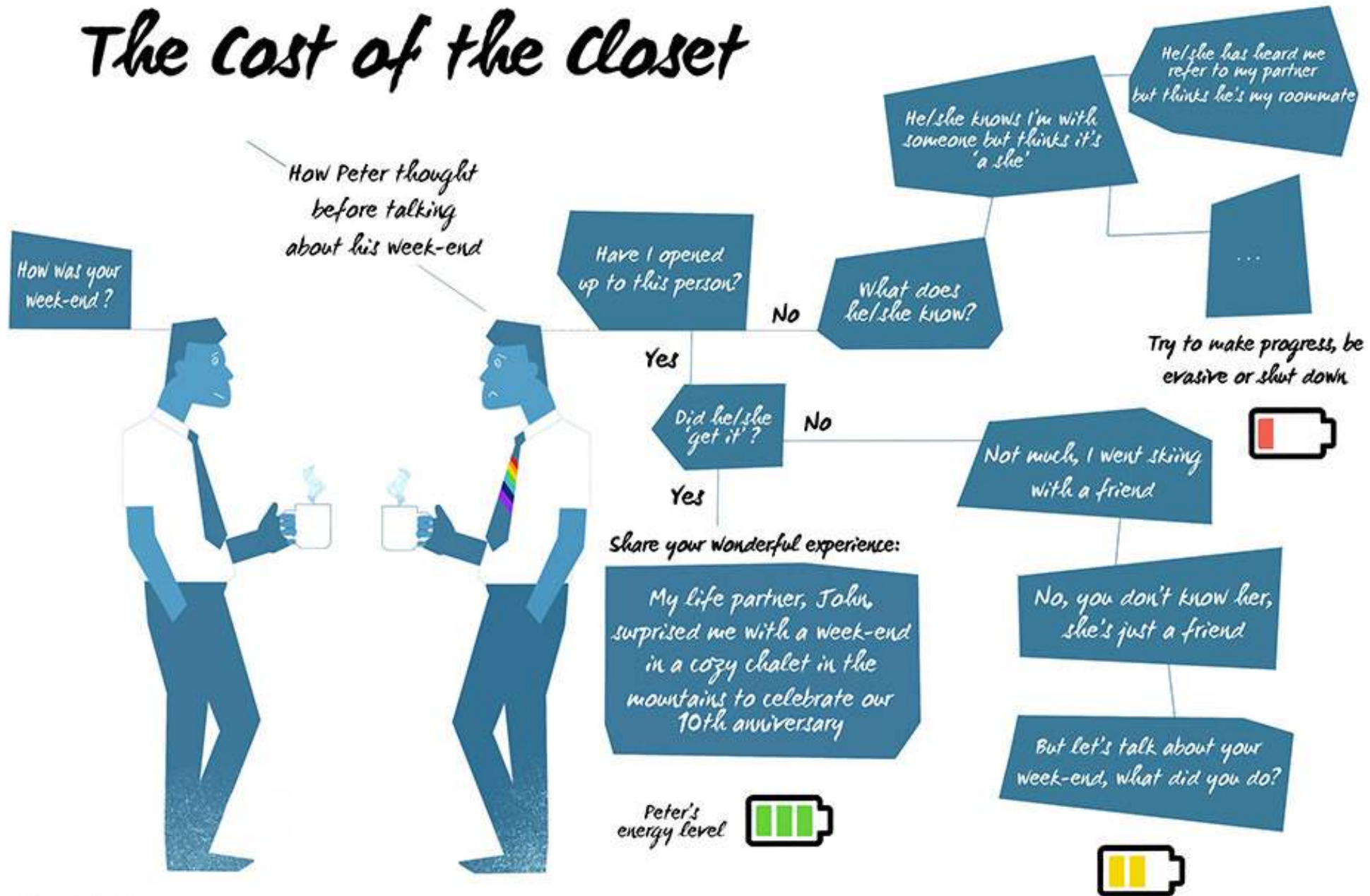
**Reasons why many LGBTQIA+ employees do not come out at work:**

Security - Worried about losing your job, losing status, forgoing promotions, opportunities or extra responsibilities.

Having to educate colleagues or managers. Being forced to handle awkward or inappropriate questions. Having to be your own advocate.

Fear of bullying, social exclusion, being treated differently, and outright hostility.

# The cost of the closet





Williams Institute in Los Angeles found that less than 30 percent of LGBTQ workers were out to all their co-workers—nearly a 9 percentage-point decrease from 2020.

More than half of transgender employees are not comfortable being out at work and 2 in 3 remain in the closet in professional interactions outside their own companies.

New Gallup poll shows 7.1% of U.S. adults self-identify as lesbian, gay, bisexual, transgender or something other than heterosexual.

6.6% did not self-identify

1 in 5 Gen Z adults identify as LGBTQIA+





**How can you  
turn a difficult  
conversation  
into a productive  
dialogue?**

“

**Whenever you're in conflict with someone, there is one factor that can make the difference between damaging your relationship and deepening it. That factor is attitude.**

- William James

”



# Conflict Style

- Avoidant
- Passive
- Passive Aggressive
- Assertive
- Aggressive





# Old Choice

- **Fight, Flight or Freeze**
  - (unconscious & rigid response to fear)



# New Choice

- **Compassionate Connection, Intuition & Creative Problem Solving**
  - (flexible, fluid & adaptable)



# Develop Your Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize and understand other people's emotions
- Manage relationships (manage the emotions of others)



# High EQ

- Low insecurity
- High openness
- Assertive
- Self-aware
- Inclusive
- Respectful
- Takes responsibility for actions



# Use Assertive Communication

- Neither passive, aggressive, nor passive-aggressive
- “I” Statements
- Honest, direct, clear, and diplomatic
- Does not triangulate
- Face-to-face best, then voice to voice, etc.
- Avoid conflict over email or text
- Diplomacy & Respect



# Empathy

- Must important relational tool
- Put yourself in the other's shoes
- Deep understanding
- Reflect understanding of other's feelings with kindness and compassion
- Shared emotional experience
- Keep a developmental lens
- [Useful article](#)



# Difficult Conversation Starters

- “I’d like to schedule a short call with you to discuss X.”
- “It seems like we may have had a misunderstanding. I’m wondering if we could set up a time to get back on the same page.”
- “I felt uncomfortable when Y happened, and I would like to understand and work through it.”
- “I’m wondering if it might be easier for us to chat about this in person.”
- “I’m struggling with Z and am wondering if we could please talk about it.”

# Improve the Communication Process

**First seek to understand** the other party

**Recognize** that you may not be understood

**Notice when your emotional brain** has been activated

**Observe** your process

**Watch the other's reaction** to you as a way toward self-awareness

**Take a break** and regroup

**Seek help** when needed

**Re-engage** when you are not triggered



# Set Healthy Boundaries

- Information
- Time
- Financial
- Workload
- Physical
- Boundary Experts: [Cloud-Townsend Resources](#)



# How to Live with Courage & Be an Everyday Leader

- **Empathy**—the art of relating to others with compassion for our shared humanity, regardless of whether we agree
- **Responsibility**—how we can raise our awareness and consciously choose to behave in ways that heal instead of harm
- **Courage**—understanding the nature of fear so we can move beyond our comfort zone one step at a time
- **Grace**—how keeping our higher purpose always in sight helps us stop reacting with fear or anger
- Individuality—learning to value and celebrate our uniqueness, including the parts of ourselves we often reject
- **Humility**—ways to keep the ego in check and open the door to honest, collaborative relationships
- **Patience**—guidance for disarming our tendency to rush ahead so we can act with greater deliberation and forethought
- **Authenticity**—how we can embody our deepest truths and lead by example in any situation



# Work-Life Integration

- Time management
- Self-care
- Boundaries with work
- Self-worth and authenticity throughout the day
- Support
- Relationships at home and work that lift you up



# Support

- “Alone we can do so little, together we can do so much.”
- - Helen Keller



# Barriers to Accessing Support

Fear (difficulty trusting)

Pride

Shame or stigma

Guilt

Fear of imposition

Low self-esteem, not feeling deserving

Learned helplessness

Hopelessness

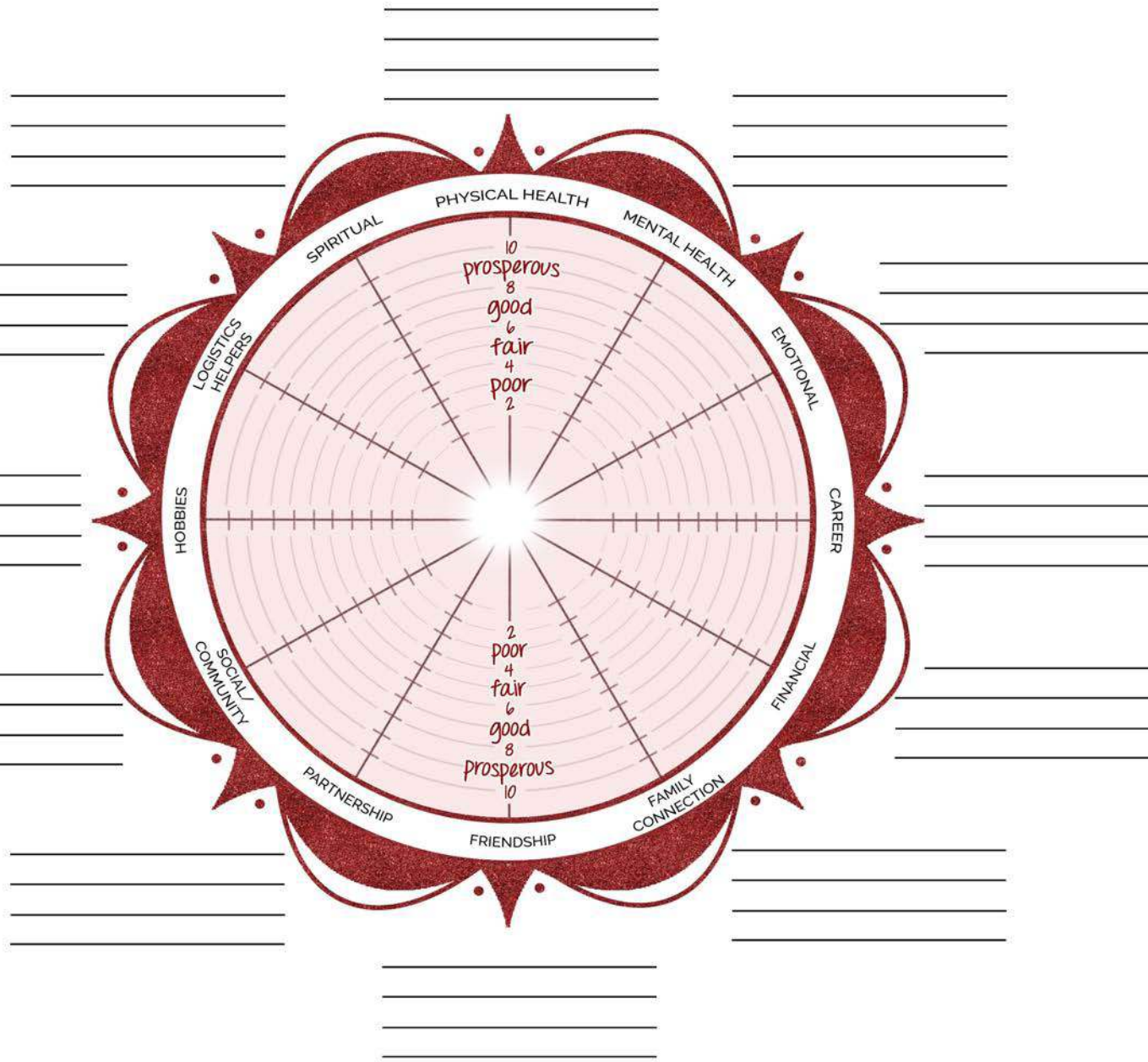
Loss of power and control (ego)

Loss of credit (ego)

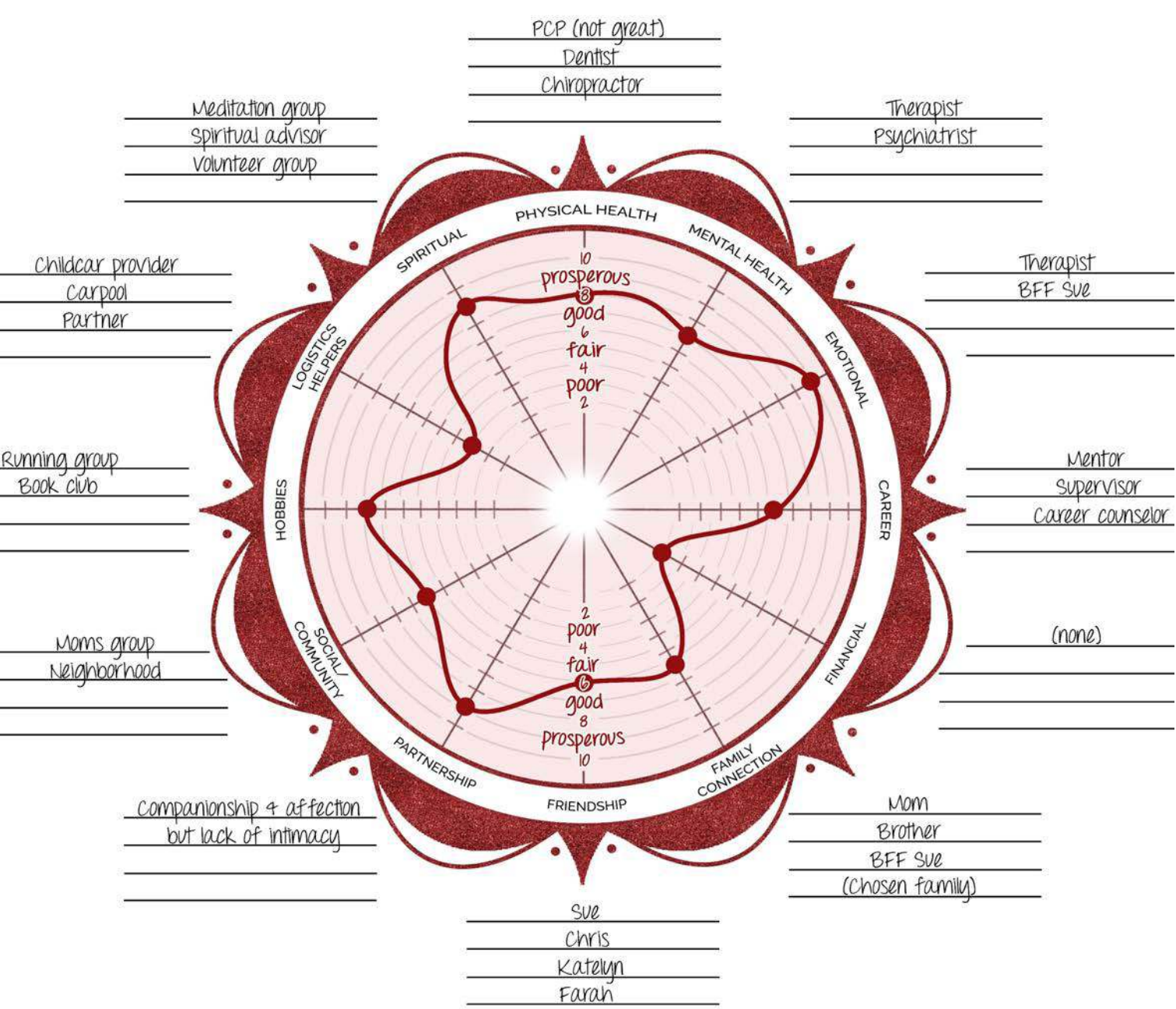
Early life messages

Expense

Introversion or shyness



# Support Wheel



# Sample Completed Support Wheel

# Advocacy

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- [The Human Rights Campaign](#)
- In June 2020, the Supreme Court of the United States affirmed that LGBTQ+ workers are protected from discrimination under the Civil Rights Act of 1964 — a landmark decision.





# EAP & Wellness Benefits

- **Free & confidential** for all employees and eligible dependents
- **Counseling sessions per issue** is available telephonically or over video.
- **In-the-Moment support offered 24/7/365.**
- **Legal and financial consultation** that includes a free 30-minute consultation per issue with an Attorney or Financial Planner and a 25% discount on legal services, if more time is required.
- **Weight Management**
- **Child and Elder Care Resources**
- **<https://www.achievesolutions.net/achievesolutions/en/baxter/Home.do>**
  
- **BeWell@Baxter**
- **<https://connect.baxter.com/sites/functions/Other/BeWell/Pages/Tools-and-Resources-for-Employees.aspx>**

# Counseling & Therapy Resources

- [The Adam Project](#)
- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 988
- [Find a Mental Health Facility Near You](#)
- Most insurance companies are covering teletherapy and some like Aetna have waived copays for telemedicine.
- [PsychologyToday's Find-A-Therapist Directory](#)
- The Human Rights Campaign
- The Trevor Project

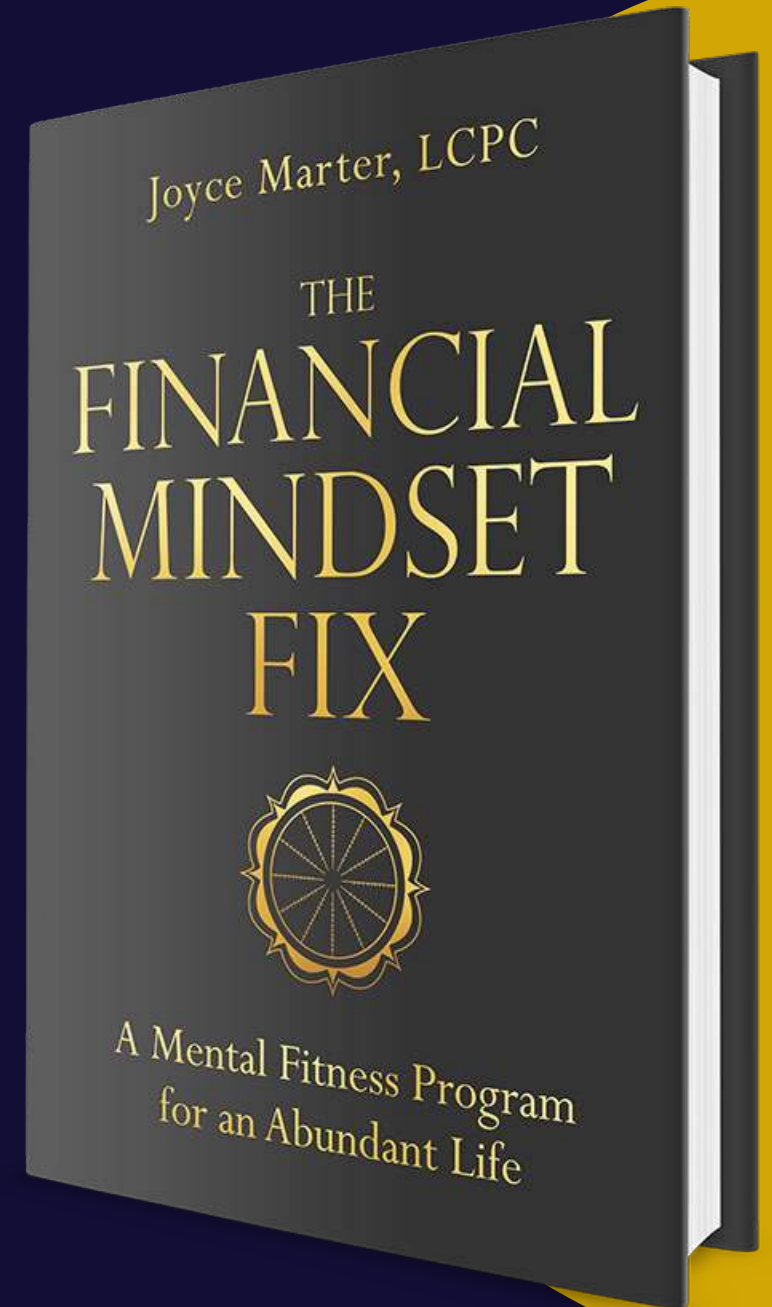


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**SUCCESS is to live openly, authentically, & lovingly in alignment with the highest good of self & others – to the greatest extent possible.”**

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# Thank You!

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