

# The Trusted Black Girl



**Resource Groups Podcast featuring  
Roianne Nedd  
Hosted by Dr. Jonathan Ashong-Lamptey**

Who is  
Roianne Nedd?

Roianne is the  
Head of Programmes  
& Research at  
OUTstanding &  
EMpower

Roianne is  
an author and  
researcher

Roianne is an  
Amplifier of women's  
voices

# Top 10 items covered

TOP TEN ITEMS COVERED

#1. How employee  
resource groups help to  
amplify voices

TOP TEN ITEMS COVERED

# #2. How Women of Colour become invisible in the workplace

# #3. How Roianne's Guyanese culture influences her day to day experience

TOP TEN ITEMS COVERED

# #4. Assimilation & Culture in the workplace

TOP TEN ITEMS COVERED

# #5. Hypervisibility and minority groups

TOP TEN ITEMS COVERED

# #6. Social Dexterity and multiculturalism

TOP TEN ITEMS COVERED

# #7. Roianne's important research agenda

## TOP TEN ITEMS COVERED

#8. The game changing exercise Roianne uses to become a better leader

TOP TEN ITEMS COVERED

# #9. Bias: Unconscious & Actual

TOP TEN ITEMS COVERED

# #10. Vulnerable Employee Resource Groups

# Top 10 takeaways

## TOP TEN TAKEAWAYS

#1. Women of colour are invisible for positive outcomes and hypervisible for negative outcomes

## TOP TEN TAKEAWAYS

#2. Employee resource groups help to amplify voices

## TOP TEN TAKEAWAYS

#3. Regularly assess  
your leadership  
potential

## TOP TEN TAKEAWAYS

# #4. Each One Teach One

## TOP TEN TAKEAWAYS

#5. Recognise your own  
biased leadership ideals

## TOP TEN TAKEAWAYS

#6. Employee resource groups can ground people in a positive way

#7. Accountability  
groups help to mitigate  
unconscious bias

## TOP TEN TAKEAWAYS

#8. Employee resource groups need to provide an observable benefit

## TOP TEN TAKEAWAYS

#9. We all have a choice  
despite our personal  
bias

## TOP TEN TAKEAWAYS

#10. Employee resource groups must prepare their members for leadership

# Top 3 Quotes

## TOP THREE QUOTES

“I notice women of colour are invisible when it comes to promotion conversations”

## TOP THREE QUOTES

“A BAME network that only gives you access to people who look like you, does not adequately prepare you”

## TOP THREE QUOTES

“We are here to progress the agenda ”

# Top 3 Action Items

## TOP THREE ACTION ITEMS

#1. Each One Teach One

## TOP THREE ACTION ITEMS

#2. Regularly assess your leadership potential through honest feedback

## TOP THREE ACTION ITEMS

#3. Exercise your personal choice despite your personal bias

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