

THE UNIVERSITY OF TEXAS AT DALLAS

# Uncovering Your Authentic Self: Good for You and Your Business/Organization

Speaker: Deborah Cole, MBA



**SPRING 2017**

Presented By:  
The Office of Diversity & Community Engagement

Sponsored By:  
Deloitte

Part of our ongoing  
Diversity Inclusion Conversation Series



Deborah Cole, MBA  
Invited Speaker

Deloitte

Deborah Cole is a Senior Manager at Deloitte. She specializes in complex global transformation projects and has extensive experience with large businesses, spanning mergers, acquisitions and restructurings, strategic change, organization design and systems implementation initiatives. She brings over 25 years of experience working with companies as they plan and execute large transformations. In addition, she has led the Dallas Women's Initiative for the past 4 years.



# Abstract

It has been many years since the diversity and inclusion revolution swept the corporate world. Today, most Fortune 500 companies have a diversity and inclusion officer who oversees a variety of programs and initiatives focused on the needs of a diverse workforce. Yet, a look at hard numbers at the top suggests that full inclusion remains elusive. Why have inclusion programs stalled? One answer is that these initiatives have not lived up to the core ideal of inclusion, which is to allow individuals to bring their authentic selves to work. Deborah Cole will share findings from a study conducted in conjunction with the Deloitte University Leadership Center for Inclusion that hypothesizes that everyone has an authentic self and that a culture of greater authenticity might benefit all individuals, including the straight White men who have traditionally been left out of the inclusion paradigm.

# Agenda

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|--|---|
| Welcome.....   | <b>George W. Fair, PhD</b><br>Vice President<br>Office of Diversity and Community<br>Engagement |
| Introduction of Speaker.....                             | <b>Beth Patterson Gerwe</b><br>Director<br>Deloitte Tax LLP                                     |
| Speaker.....   | <b>Deborah Cole, MBA</b><br>Senior Manager<br>Deloitte  |
| Questions and Answers                                    |   |
| Networking Luncheon (JSOM 1.606 - Executive Dining Room) |   |

# Upcoming

*Save the date!*

## THE 8TH ANNUAL DIVERSITY AWARDS CEREMONY AND SOIRÉE

April 20, 2017  
5:30 p.m. - 7:30 p.m.

Davidson Auditorium

The Office of Diversity and Community Engagement

CELEBRATING 10 YEARS OF SERVICE

## Contact Information

The Office of Diversity and Community  
Engagement

800 W. Campbell Road, AD26  
Richardson, TX 75080

Phone: 972-883-4566

Fax: 972-883-4565

Office: AD 3.207

<http://www.utdallas.edu/diversity/>

## Diversity Inclusion Conversation Series

For more information contact Rosie Peterson at [rpeterson@utdallas.edu](mailto:rpeterson@utdallas.edu).

The University of Texas at Dallas is an Equal Opportunity/Affirmative Action University. Individuals who need special accommodations to attend, please call The Office of Diversity and Community Engagement at 972-883-4566.