



Arkansas Women In Power

401 West Capitol Avenue, Suite 102
Little Rock, Arkansas 72201
www.ArkansasWomenInPower.org

AWIP's First Quarterly Meeting of 2021

Moving Allyship from Talk to Action: What Allyship Looks Like in Practice with the Dr. Atira Charles

Thursday, March 18, 2021
12 – 1 pm Via WebEx

Dr. Charles will define allyship; and discuss what true allyship in the workplace looks like, spotlight barriers to allyship and discuss strategies to overcome them. This meeting will be a joint session between AWIP Members and the Little Rock Chapter of American Association of Blacks in Energy. **Reservations are required by noon on Monday, March 15, 2021, at 5 pm** and may be made online at www.ArkansasWomenInPower.org.



DR. ATIRA CHARLES

Global Thought Leader * Diversity & Inclusion Innovator * Industry Leader

Dr. Atira Charles is CEO of The Charles Consulting Group, LLC. She began her academic journey at Florida A&M University, which is where she earned both her B.S. in Finance and her Master of Business Administration. Dr. Charles immediately began her career in academia, after graduating with her Ph.D. in Organizational Behavior and Management from Arizona State University. She has taught at multiple universities across the US, while also guest lecturing at universities across the globe. This is in addition to also being a TedX Speaker with a talk entitled "Rethinking Diversity and Inclusion as a Health & Wellness Dilemma".

As one of the most innovative business scholars and practitioners in the country, Dr. Charles' research, consulting, and training facilitation seeks to shed light on and further understand the unique narratives revolving around the way in which individuals manage their differences while striving for personal, professional, and organizational success. Her expertise also focuses on organizational structures and processes that promote positive and inclusionary environments. Additionally, she explores how organizations can effectively manage the differences of their employees, through social and structural means. More specifically, her research and consulting revolves around racial and gender identity management in the workplace, organizational management of differences, and communication and feedback processes within diverse organizations. Inspired by her teaching philosophy, she also engages in research and coaching which focus on how individuals can motivate themselves to positive and productive action through self-awareness and identity management.

Dr. Charles' research has been published in numerous academic journals and media outlets. She has presented her research internationally and has worked with many municipalities and global Fortune 500 organizations exploring the role of identities in the workplace. Dr. Charles provides workshops, coaching, and consultative services that aim to build more authentic, inclusive, and engaging work

experiences. She created The Mask Project, which is a national initiative that documents and uncovers individual's experiences of "wearing the mask" at work and in life. Dr. Charles also has served as a contributor for Black Enterprise Magazine. Dr. Charles' has also released an audiobook entitled "The Art of Unmasking: Peeling back the layers to maximize personal and professional success".

Dr. Charles is a highly sought out keynote speaker for major conferences and events focused on diversity, business, and education. Her work has been featured in magazines, such as Black Enterprise Magazine and ESSENCE. She has also been the recipient of numerous awards such as the Florida State University Guardian of the Flame Award and the FAMU Outstanding 125 Alumni Award. She was even nominated by The Obama White House as a "Change Maker" for the 2016 State of the Woman Summit. Her clients and collaborators speak very highly of her ability to impact the cognitive processes of their employees, in order to promote psychological and behavioral change in the individuals that she works with. Her data focused and psychology driven approach to creating organizational transformation is evident in the organization's that she has directly impacted through strategy, programming, and varied business solutions.

Her unique ability to integrate educational principles with organizational business outcomes and psychological transformation makes her set of skills a unique asset to any organization that she engages with in regard to diversity, inclusion, climate, and culture.