

# PUBLICATION

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## "Diversity Ever After" Podcast Season A Wrap

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**Baker Donelson wrapped its inaugural "Diversity Ever After" podcast season in August after six thought-provoking episodes centered around codeswitching. The attorney hosts (Tenia Clayton, Nakimuli Davis-Primer, Torrey Feldman, Reba Letsa, Jerrick Murrell, Tanisha Pinkins, and Victoria Young) covered various aspects of codeswitching. They defined codeswitching, discussed when and how they first learned about it, discussed its history and origin and, its impact on one's mental wellbeing, its impact on recruiting and retaining diverse talent, and even how it can be considered a byproduct of implicit biases.**

Powerhouse guest hosts included Brianna Gaddy, author of "What's Hair Got to do With It? How School Hair Policies Violate the United States Constitution;" mental health therapists Andrew Breland MS, LPC, BC, TMH, NC and Jessica Davis, Ed. S, LPC, who addressed how codeswitching can impact mental health; Cornell University's Dr. Courtney McCluney, who talked about black fatigue and the upsides and downsides to codeswitching; and Terrence Reed, Managing Director of Employment Litigation at Federal Express Corporation and President of the Center for Excellence in Decision Making, who talked about implicit bias and how codeswitching is likely a byproduct of individuals seeking to overcome stereotypes and biases in workplace settings. We were also privileged to hear from Baker Donelson CEO Tim Lupinacci and COO Jennifer Keller about tools that leaders can use to foster community, diversity, and inclusion in the workplace.

The next season, slated for release later this fall, will introduce another thought-provoking topic – PRIVILEGE. The season will explore, among other things, how we all might have or benefit from certain privileges, potentially harmful effects of various kinds of privilege, including its impact on creative inclusive climates, and how we can combat the potentially harmful effects and use our privileges to help others and foster inclusion. STAY TUNED!

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