

# IS YOUR INCLUSION PROGRAM EXCLUDING OTHERS, And How To STOP Doing That!

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Are you ready for a fresh and practical look at Inclusion does NOT:

- **ALIENATE or BLAME ANYONE** for the same faults **ALL HUMAN POSSESS**,
  - Tell you **WHAT TO BELIEVE**,
  - **TEACH ILLEGAL INCLUSION TACTICS** and
  - Will truly **TARGET** and **INCLUDE EVERYONE**?
- **WHY** did SHRM change its focus from **DEI** (Diversity, Equity and Inclusion) to **IED** (Inclusion, Equity and Diversity)?
- **WHY** have **40 bills** have been introduced in **22 states** to **LIMIT** or **ELIMINATE DEI** programs, and seven of these bills have already passed into law?
- **WHY** did the state Attorneys General in thirteen states threaten Fortune 100 companies with imminent and “serious legal consequences” if they engage their current DEI practices?
- What effect did the **U.S. SUPREME COURT’S** decision in **Harvard** on **AFFIRMATIVE ACTION** have on private and public sector organizations?
- What are the top **REASONS** so many companies are dropping their DEI programs?
- Why is there such a **BACKLASH** against DEI programs across the country?
- Why have DEI’s efforts for the last 40 years **FAILED** to get widespread **BUY-IN** from straight White males?
- What is **ACCEPTABLE RACISM**?
- How does **ACCEPTABLE RACISM REWIRE** us to become bigots?
- Does your DEI Program or Professional Association promote Racism? Stereotypes?
- When do we let **ACCEPTABLE RACISM** happen ... especially in our DEI programming?
- If **RACISM** against anyone is wrong ... **then why do we do it?**
- Are you concerned with **STATISTICS** or **INDIVIDUAL PEOPLE**?
- Why did SHRM report that DEI programs were the **FIRST** ones to be cut 30 years ago ... and why is this **GETTING WORSE?** (REMEMBER: Companies are **NOT** dropping their **CUSTOMER SERVICE, SAFETY, SECURITY** or **MARKETING** programs!)
- How do you **RE-DESIGN** your **INCLUSION PROGRAM** to **UNITE EVERYONE** and **BUILD TRUST**?

- How does the “**PRIVILEGE & POWER WHEEL**” show that DEI applies to EVERYONE?
- How can you use your **INCLUSION PROGRAM** to comply with the EEOC’s **HARASSMENT TRAINING GUIDELINES**?
- Why **INTOLERANCE** is a **CRITICAL HUMAN** issue, and is **NOT** just about **RACE** and **RELIGION**?
- That SHRM says **INCLUSION** Programs must apply to *EVERYONE* and **NOT JUST TO MINORITIES?**
- What is **DIVERSITY OF IDEAS** is ... and how it can be used to address **ALL DIFFERENCES OF OPINIONS** for **EVERYONE**?
- How do **INTOLERANT WORKPLACES** **DIRECTLY CAUSE BRAIN DAMAGE** and **MENTAL DISORDERS**, such as short-term memory loss, depression, anxiety, PTSD and so on?
- How can you bundle your DEI Program directly to your **HARASSMENT, SAFETY** and **CUSTOMER SERVICE TRAINING** so that it is ingrained into your culture and **CANNOT BE CUT**.

*And Much, Much More ...*

Based on his best-selling books, *Living The Five Skills of Tolerance* and his most recent book, *Healing The Human Brain*, Scott will not only show **WHY** there is such a tremendous **BACKLASH** against DEI and **WHY** **SHRM** says we need now to turn our focus and efforts to **INCLUSION** in his own unique, practical and entertaining style, but he will show you how to use this information **IMMEDIATELY!**

### **LEARNING POINTS**

In this session you will learn...

1. How **INTOLERANT WORKPLACES** pose the single greatest threat to your **BRAIN/MENTAL HEALTH**,
2. How working in a “**SAFE**” **ENVIRONMENT** can actually work to **REWIRE** and **REPAIR** your brain and
3. How understanding **BRAIN HEALTH** gets you **WIDESPREAD BUY-IN** for your **DEI/TOLERANCE PROGRAM**.

## *Scott's Bio*

Scott Warrick ([www.scottwarrick.com](http://www.scottwarrick.com)) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees on site in his own unique, practical and entertaining style.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, *Solve Employee Problems Before They Start: Resolving Conflict in the Real World*, is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s next book, *Living The Five Skills of Tolerance*, is also a #1 Best Seller in 13 categories on Amazon. His most recent book, *Healing The Human Brain*, is an International Best Seller in 14 categories with sales in over a dozen countries worldwide.

**Scott Trains Managers & Employees ON-SITE in over 50 topics**, all of which are customized for each client. Scott is a national speaker who travels the country presenting seminars on such topics as Healing The Human Brain, Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his groundbreaking “**TOLERANCE & BRAIN HEALTH**” program.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott’s videos are also favorite tools for anyone wanting easy, convenient and affordable access to in-house training, including his **SCOTT’S SUPERVISOR MASTER VIDEO SERIES** and his **STOP BULLYING & HARASSMENT NOW!** video, which complies with all of the new EEOC Harassment Training Guidelines.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

**For more information on Scott, just go to [www.scottwarrick.com](http://www.scottwarrick.com).**