

# SAVING DEI WITH BRAIN HEALTH

*Scott Warrick, JD, MLHR, CEQC, SHRM-SCP*

*Scott Warrick HR & Employment Law Services*

(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)

[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)

- Why did so many organizations across the country adopt DEI programs **AFTER GEORGE FLYOD** ... but even more organizations are now **DROPPING** their DEI programs?
- Why is finding a straight White guy at a DEI conference like playing, “**Where’s Waldo?**”
- Why have DEI’s efforts for the last 40 years failed to get widespread **BUY-IN** from straight White males?
- 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!)

**So ... Why Does Scott Not Have Any Problems Getting  
WIDESPREAD BUY-IN?**

**Because Scott focuses on what WE ALL HAVE IN COMMON:  
BRAIN HEALTH & TOLERANCE!**

**There is no other session like this!**

Scott will show you his authenticated SPECT brain scan from 2008, which revealed massive damage resulting in his PTSD mental disorder. After researching the most recent discoveries in neuroscience and learning how we all damage our brains every day, as well as what he needed to do to **REWIRE** and **REPAIR** his brain, his follow up scan showed his brain was about 85% repaired!

**YES ... your work environment will either REPAIR or DESTROY your BRAIN!**

**WE MUST CHANGE THE WAY WE DELIVER DEI PROGRAMS ... NOW!**

**Did you or your employees know:**

- That **INTOLERANT WORKPLACES** **DIRECTLY CAUSE BRAIN DAMAGE** and **MENTAL DISORDERS**, such as short-term memory loss, depression, anxiety, PTSD and so on?
- How working in an **INTOLERANT** and **UNSAFE WORKPLACE** will cause **ALZHEIMER’S** cells to grow?
- Why **INTOLERANCE** is a **CRITICAL HUMAN** issue, and is **NOT** just about **RACE** and **RELIGION**?
- That SHRM says DEI Programs must apply to **EVERYONE** and **NOT JUST TO MINORITIES?**
- What **DIVERSITY OF IDEAS** is ... and how it can be used to address **ALL DIFFERENCES OF OPINIONS** for **EVERYONE**?

- That the **ENVIRONMENT YOU WORK IN** is one of the top factors that will determine your physical and mental health ... and **UNSAFE, INTOLERANT WORKPLACES** are **40% WORSE THAN SMOKING?**
- That the EEOC's **HARASSMENT TRAINING GUIDELINES** **SPECIFICALLY REQUIRES** that **TOLERANCE** be included in your training?
- Why **TOLERANCE** is now a legal term **REQUIRED** by the United States Supreme Court and the EEOC?
- Why the American Psychological Association claims that the #1 threat to most people's mental health is the **BULLYING THEY EXPERIENCE ON THE JOB?**
- What do we all need to **REPAIR OUR BRAINS BACK** from **MENTAL DISORDERS** and even **PREVENT ALZHEIMER'S** from becoming **SYMPTOMATIC?**
- How do you use your DEI program to **UNITE** employees and build a culture of **TRUST?**
- Why most human beings **"BURN OUT"** their short-term memory systems by the time they retire ... even though the neurons in our brains should last **120 YEARS!?!?**
- How the human brain can **ACTUALLY REWIRE ITSELF** to **REPAIR MENTAL/BRAIN DISORDERS** ... and what do you have to do to make this happen?
- How going to work every day can be **THERAPY** for your body and brain?
- How your DEI program **MUST** be used to **DEFINE** your **CULTURE** ... which means tying **ALL OF YOUR ORGANIZATION'S PROGRAM TOGETHER INTO ONE?**

*And Much, Much More ...*

Scott will show you how to tie your DEI program directly to creating a "SAFE" environment in order to protect and repair our most precious organ: our **BRAIN**.

Based on his best-selling books, *Solve Employee Problems Before They Start*, *Living The Five Skills of Tolerance* and his most recent book, *Healing The Human Brain*, Scott will not only show you how you can get **WIDESPREAD BUY-IN** for your **DEI** program by making it **EXTREMELY PERSONAL** to all of your employees 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 Warrick, JD, MLHR, CEQC, SHRM-SCP***

***Scott Warrick's HR Consulting & Employment Law Services***

(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)

[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)

Link Up With Scott On [LinkedIn](#)

## ***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).**