Bio:

Dr. Gregory E. Bell, also known as "Dr. 100 Percent ", is a nationally recognized Speaker, Mentor, Entrepreneur and Educational Administrator, who brings unsurpassed energy, passion and compassion with him whever he goes. He specializes in Organizational Structures and Processes that promotes inclusive environments, Operationalizing Strategic Diversity & Intentional Inclusion,
Employee Relations & Engagement, Diversity and Inclusion and best Response to Increased Sexual Harassment while empowering teams to maintain connected and healthy communications, in both their personal and professional lives.

Lovingly called "Dr. 100 Percent" due to his creative use of his personally coined acronnyms, Dr. Bell has a special way of connecting with peoplke that empowers them to want to grow in professionally and personally in their understanding of diversity, equity and inclusion.

With his PhD in Higher Education and 40+ years of hands on experience as an educator and advocate for Diversity, Inclusion and Equity, Dr. 100 Percent has developed a unique and energetic way of motivating people at a soul level and made it his life's mission to both empower and educate people on developing healthy relationships with the world around them.

Dr. 100 Percent is the ideal Diversity, Inclusion and Equity speaker for audiences interested in truly understanding and connecting with the world in a more meaningful way.

"Focus On Your Vision, Not Your Sight"
–Dr. Gregory E. Bell.

Popular Speaking Topics

A Focus on the Multigenerational Workforce

The workforce is aging and changing considerably in terms of generational makeup. There are now five, or more, generations in the workplace ranging from the Silent generation (those born between 1928 and 1945 with some still holding down full or part-time jobs), Baby Boomers (born between 1946 and 1964), Generation X (born between 1965 and 1980), Millennials (born between 1981 and 1996) and the newest group, Generation Z (born since 1997). With each of these generations comes distinct employee expectations around topics such as reskilling/upskilling in the age of automation, holistic employee wellness programs (with a fine point on mental wellness), connecting work to social impact and purpose, flexible work arrangements, leveraging social media within and outside the workplace, crystallizing what it means to "bring your full self to work", and a myriad of other issues that will impact future inclusion and diversity training.

Why Do People Discriminate?

The fabric of society is made up of individual threads, then groups of threads that create the big picture of culture.

If we want to promote respect in the lives of everyone around us, it starts at an individual level, then a group level (families, schools, workplaces, etc.), before it can follow those groups as they mix within society.

Whether we realize it or not, we all have prejudices. They're formed based on a slew of factors, but the good news is that they can be dissolved. Stereotypes and unconscious bias play into thoughts becoming harmful words and behaviors, so getting to the root of the problem is the only way to truly prevent discrimination.

If you want a company where employees of all different classes and creeds can feel that they're accepted and respected, you'll need to teach people how to recognize their prejudices.

The Impact of Unconscious Bias in the Workplace

Implicit or unconscious bias, the tendency to process information based on unconscious associations or feelings, is not necessarily a new discussion topic in the workplace. What you can expect to see is a focused lens on how the biases, particularly of managers and leaders, have an impact on an organization's culture and the progress (or lack thereof) towards a diverse and inclusive workplace. A recent Harvard Business Review Article highlights the impact that affinity and gender bias have on the relationships between women in the workplace.

Bringing together a workforce that has a variety of perspectives, experiences, lived experiences and is representative of the communities that organizations serve is the comparative advantage of diversity. You can expect more information on how our personal biases (because we all have them!) influence workplace decisions and ways business leaders can minimize the impact of unconscious bias.

Popular Speaking Topics

Fatigue, Overwhelm, Cynicism

First of all, everyone is tired. The constant exposure to tragedies and injustices everywhere, from the environmental crisis, human rights violations, institutionalized racism, sexual violence, to the rising threats to our democracy, has left even the most optimistic feeling uncertain, powerless, and overwhelmed.

The amount of direct and indirect political traumas we've experienced is taking a toll in and outside of the workplace. Coupled with a lack of clear progress or answers towards DEI, people at all levels — Executives to Individual Contributors — are feeling frustrated, cynical, exhausted.

Executives: Oblivious, Scared, Frustrated, Committed

Any change management experts will agree executive sponsorship and buy-in are critical to any successful organizational change efforts.

We love working with exec teams because there's never a dull moment (they're definitely not shy about asking tough questions!) but more importantly, when they are onboard, we can make real, lasting change happen.

Broadened Definition of "Diversity" — the Good, the Bad, the Ugly

For too long, diversity efforts focused solely on increasing the representation of [white] women in the [white] men-dominated professional world. Thankfully, most organizations now acknowledge diversity is much more vast. There are more conversations happening around how race, sexual orientation, disability, and other social identity markers impact the way people experience the workplace. However, the broadening of the definition requires a bit of nuance.

Movement towards Social Justice

Long gone are the days of checking politics at the door. Political issues are employee issues. Political issues are company issues. Political issues are personal issues that impact all of us. With this recognition, leaders everywhere are being asked to take a more visible stance on critical issues impacting their workforce and consumers. There is a growing number of "activist CEOs" as well as employees feeling empowered to mobilize to demand more of their leaders, as seen in a series of courageous demonstrations organized by tech workers and more.

Sexual Harassment Policies

The #MeToo movement has led to a long-overdue focus on sexual harassment and assault in Hollywood and beyond. This is a great time for businesses to revisit their own HR policies and make sure they're doing all they can to stamp out sexual harassment and support those who have experienced it.

The bare minimum, of course, is to have an official anti-harassment policy and a process for people to report any harassment, violence or other incidents that occur. But a truly supportive and inclusive business will go beyond this and take further steps.

Let's Connect!

Dealing With the Diversity Backlash

The Google memo from last year was an example of how some people can react badly to diversity initiatives. Its author complained that the company had become an "ideological echo chamber" due to its attempts to promote diversity.

Although there are serious problems with the scientific claims in the memo, it represents a resistance to diversity efforts that's quite widespread. As I noted in my recent tutorial on diversity and inclusion training, research has shown that much of the training fails because of its negative messaging, which makes many people respond with "anger and resistance."

Disability Rights

Studies show that disabled people are still woefully under-represented in the workforce, with valuable skills going to waste. They're also paid less and experience frequent discrimination.

Yet, according to the UN:

"National employment studies, including a 30-year analysis by DuPont de Nemours, show that persons with disabilities have equal or higher performance ratings, better retention rates and less absenteeism."

So, you can gain an advantage by seeing past people's disabilities and appreciating the skills they can bring to the job.

Book Dr. 100 Percent for your next event!

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