

Up To Speed Thursday, August 29, 2024

Hi, my name is Chad and I live in Harlem, New York City.

I'm currently a Senior Account Manager in the Indirect space.

I absolutely love my job because I'm a people person and I love showing up for other people.

I'm originally from Philly. In Philly having great leaders instilled in me that they could be GMs and they could be DMs.

And I looked around and said, I'm a black gay man and I can do more, and I want to do more.

I needed to make myself uncomfortable, to empower myself, and I will never forget it, walking into Ashley's office saying, I want to move to New York. Immediately, she got on the ball and made sure that I had a good transition to New York City.

And those are the things I appreciate, because I felt supported in that moment.

When I moved to New York City, was the first time I had a black female store manager.

And not only did she empower me, she broadened my horizons and showed me how to build genuine connections,

and that leading to my mentors that still mentor me to this day

and them helped guide me through my career and where I am today.

Representation has always been important. It can be so disheartening to look at an org chart and not see yourself represented.

My leadership understands that and they know that we're trying to cultivate real change.

So listen to people's stories, try to put yourself not only in that person's shoes, but try to put yourself in that person's life in their day to day, how they navigate it.

Figure out what you can actually do, which is tangible.

PRISM taught me how to get answers to the questions that I had.

Started working my way up through the ranks of PRISM,

going from, you know, just an active member to holding the chair.

With our benefits I found myself back in school for another degree in Human Resource Management

and then an additional certification in DEI.

I'm a part of the change. I'm a part of the conversations.

We have to make sure that DEIs not just hitting the top layer, it has to hit every single layer down to the rep.

It's important because you do better, you feel seen, you feel represented, you feel heard.

You feel like something's achievable.