

**"Everyone hears best  
when there is a moderate  
level of discourse."**

- Beverly Vandiver, Interim Executive Director  
at the Kirwan Institute for the Study of Race  
and Ethnicity, Professor at The Ohio State  
University Department of Human Sciences

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# "Why does it take that [a man being killed on camera] to elicit change?"

- Ryan Trierweiler, Executive Vice President, People & Leadership (CHRO), Safelite Group

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**"Human beings are generally much more comfortable with the status quo and much more comfortable with what they know today than what they are with changing and what they don't know tomorrow"**

- Ryan Trierweiler, Executive Vice President, People & Leadership (CHRO), Safelite Group

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**"We have to move away  
from "safe space" and  
towards "brave space"."**

- Cynthia Turner, Assistant Dean and Chief  
Diversity Officer, EY Faculty Fellow, Ohio  
State University Fisher College of Business

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**"This [tackling  
inequality] is all about  
relationships."**

- Cynthia Turner, Assistant Dean and Chief  
Diversity Officer, EY Faculty Fellow, Ohio  
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**"Our frontline colleagues [at  
Huntington] are not immune to having  
situations where customers are  
making comments that are racist."**

- Fran Wahrman, VP/Diversity, Equality  
& Inclusion Manager Huntington  
National Bank

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**"In crisis, our wealthiest  
look outward and our  
poorest look inward."**

- Tanya Menon, Professor of Management and  
Human Resources Ohio State University Fisher  
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**"The poorest folks have  
no cushion in times of  
catastrophe."**

- Tanya Menon, Professor of Management and  
Human Resources Ohio State University Fisher  
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**"I think that's one of the biggest risks here... is that there might be people within your organization that might be experiencing some of these [inequality, race] issues and they may not say it and you may not know it."**

- Terry Esper, Associate Professor of  
Logistics, Ohio State University  
Fisher College of Business

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**"The risk of not addressing them [inequality and race issues] head on is that they could be lurking there and over time, they can really chip away at valuable colleagues."**

- Terry Esper, Associate Professor of  
Logistics, Ohio State University  
Fisher College of Business



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