

# Breakthrough Diversity

How to identify and let go of your personal bias to become a more inclusive leader

October 2020

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GLOBAL BUSINESS TRAVEL ASSOCIATION

| NEW YORK CITY CHAPTER

# Agenda

- Welcome
- TAMS
- Breakthrough Diversity
- The Black Men's Travel Network
- Reminders and Wrap up



## 2020 Sponsors



# TAMS

Connecting the people that connect the world.™



# Meet TAMS



**Susan Lichtenstein**  
TAMS Founder

# In the beginning

Travel and Meeting Society





# S.O.S. - STANDARDS OF SAFETY IN BUSINESS TRAVEL

Safety Standards for the Business Travel and Meetings Industry During a Pandemic

Developed for the industry by industry buyer, supplier, and consulting volunteers

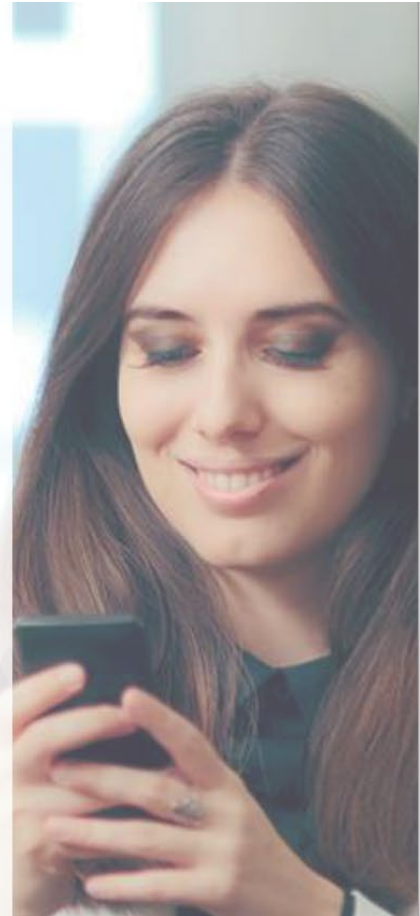
June 2020



# RETURN TO THE ROAD COMMUNICATION PROGRAM

Communication guidelines for the Business Travel and Meetings Industry in the pandemic era

Developed for the industry by industry buyer, supplier, and consulting volunteers



Vision of a new  
corporate travel and  
meetings society



# What is TAMS?- Travel and Meetings Society

## What is TAMS?

- A collaborative, grassroots, and independent society of business travel industry professionals designed to drive the business travel and meeting & event industry forward through collaboration and networking

## Our Vision

- To create a safe environment where the business travel and meeting & event community can meet
- A society that identifies our own issues and uses our own capabilities to find solutions
- A community where every voice is equal and heard

## Our Mission

- To build a community of industry professionals that collaborate regardless of role, experience or position
- To provide a diverse and inclusive collaborative environment where every voice counts

## Our Goal

- To educate, disrupt, and innovate the business travel and meeting & event industry

# Who is TAMS?



Representing Six  
Continents

40% Buyers



~3500 Members



70% Female



Eleven Active Working  
Committees



# Organizational Structure



Diverse and Inclusive Leadership

## Organizational Structure of TAMS

**Advisors**  
Serve as liaisons to each committee  
Advisors served as previous leaders

**Committee Leaders**  
Facilitate the committee work  
Committee leaders served as previous committee members

**Committee Members**

# Committees



Technology



Disruption &  
Innovation



Training



Market Place



Community &  
Engagement



Data, Research &  
Wikipedia



Diversity & Inclusion



Sustainability



Finance & Ethics



Verticals



Job Search, Career,  
Mentoring

# Why I Joined TAMS.....

*I joined TAMS to be a part & contribute where possible, an emerging group that wants to have a positive impact for the travel industry, an industry I love! The opportunity to be involved with industry experts is personally very exciting to me as well.*

*Joined TAMS to share my experiences while guiding others to find their true path.*

*I have been searching since mid-March for an opportunity to support and give back to this industry that I love. I know that we are all a moment away from being in the same turbulent waters and since I happen to be in a boat right now, I would like to give back and throw a life jacket to as many of my colleagues as I can. TAMS does it all. Honored to have gotten the call to join.*

*To surround myself with those that share my passion for the industry and to do my part to help us evolve.*

*I joined the TAMS group 'Sustainability' because I want to be connected with professionals from the industry to share best practices and grow my network.*

*An unprecedented crisis like COVID-19 creates chaos in its wake, but often these situations are also a catalyst for transformation and new opportunities. TAMS was created during all this chaos to help and support a community that needed some answers, ideas, inspiration and direction. That's why I joined.*

*TAMS is about bringing the travel industry conversation together and I want to partake.*



# Why Join TAMS.....

*Because I love being a part of this industry, and love meeting and helping new people!*

*There is no better time than now to leave a mark on corporate travel.*

*Because I am interested in sharing the skills, knowledge, and experience I have gained in my career to help others. I also am excited to be a part of the creation of industry standards.*

*To be part of a community that is making a difference in our industry.*

*To effectively share my travel industry training experiences to members and to network with the professionals in the organization for next career moves as a result of COVID-19.*

*To collaborate and learn from my peers in the industry.*

*I just want to travel again, and this is the best way I could help get us back out there again.*





# Ready to join the TAMS movement?

We are actively seeking members to join TAMS and/or one of our committees. Join us now and help drive the change and innovation in the business travel, meetings and events industry.



[www.tamstravel.org](http://www.tamstravel.org)



[TAMS - Travel and Meetings Standards](#)



[@TAMSTRAVELORG](#)



[TAMSTRAVELORG](#)



[INFO@TAMSTRAVEL.ORG](mailto:INFO@TAMSTRAVEL.ORG)

## Our Vision

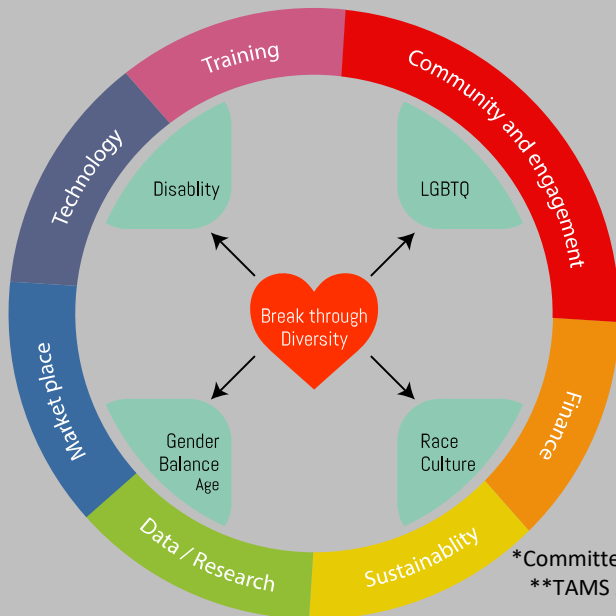
Break through current thinking and behavior to create a less biased space across the corporate travel industry.

### Committee Leadership

Carol Fergus\*

Linda Bekoe \*

Paul Johannes\*\*



\*Committee Chair

\*\*TAMS Advisor

# Breakthrough Diversity

- **Our mission** – ensure everyone regardless of Race, Gender, Religion, Sexual orientation, Ethnicity, Class, Disability, Nationality and Age, can freely get advice and guidance on improving diversity, inclusion and equity to positively impact their career aspirations, education, mentoring, and personal growth.
- **What we stand for** - Helping everyone in the corporate travel industry worldwide to understand how diversity, inclusion and equity impacts equality for all.



Diversity



Inclusion



Education



Unity



Wireless

Find us on - LinkedIn [TAMS - Travel and Meetings Standards](https://www.linkedin.com/company/tams-travel-and-meetings-standards)



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TAMSTRVELORG

# Breakthrough Diversity Fireside Chat



**Carol Fergus**  
TAMS  
Breakthrough Diversity



**Leslie Andrews**  
TAMS  
Breakthrough Diversity



**Linda Bekoe**  
TAMS  
Breakthrough Diversity

# The Black Men's Travel Network

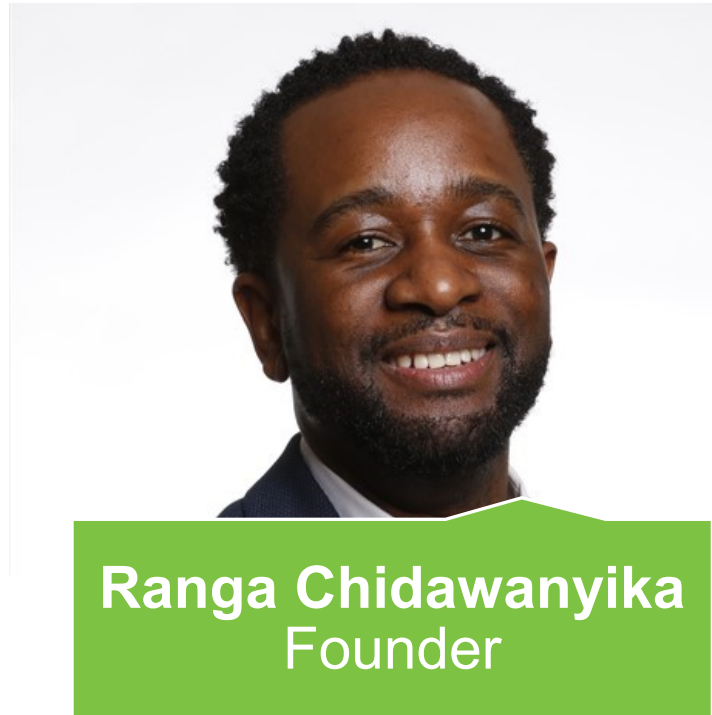
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# The Black Men's Travel Network



**Ranga Chidawanyika**  
Founder

# The Black Men's Travel Network

A networking group with a mission of allowing black men to grow, enrich and evolve their careers through support, fellowship and community

## *Leadership Team:*

- Ranga Chidawanyika, sbe and Accor
- Tony Pittman, Takeda
- Shawn Parker, Hilton
- Harold Mann, Delta Airlines

### 3 Pillars of Excellence:

- Networking & Brotherhood
- Recruitment & Influence
- Mentorship & Development

These pillars are designed to permanently change the "face" of the travel industry.

By directing our focus on these pillars we will be able to take action and influence companies within travel to support and direct their dollars to like minded organizations who are aligned with our mission of inclusion as a sourcing consideration and internal unconscious bias education and training for all employees.

# Contact Us

## Sign Up!

Paul Coverdale, Recruitment Committee:  
[paul.coverdale@gmail.com](mailto:paul.coverdale@gmail.com)

For more information:

**LinkedIn Group** <https://www.linkedin.com/groups/12429300/>



# NYCBTA Updates

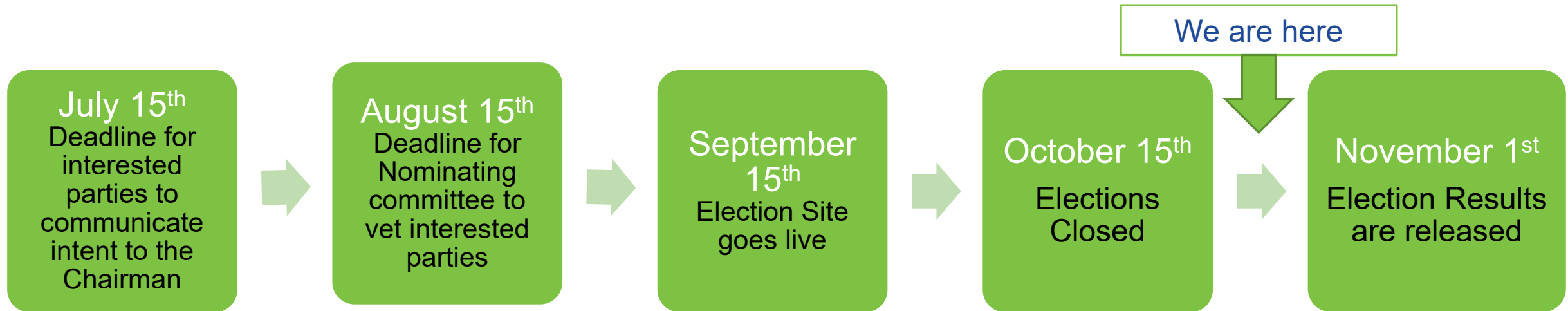
# Updates

- GBTA Honorary Membership
- NYCBTA Elections
- Beyond the BTA
- Upcoming schedule

# GBTA Honorary Membership

- GBTA is committed to helping the business travel industry community stay connected during this challenging time.
- GBTA will provide business travel professionals that have been displaced due to the impact of coronavirus and global pandemic a GBTA Honorary Membership.
- The Honorary Membership will be valid until August 1, 2021 or until finding full time employment
- If you have any questions about your eligibility, please contact [membercare@gbta.org](mailto:membercare@gbta.org)
- Honorary Membership Application Link: <https://form.jotform.com/201064057431040>

# Election Timeline



# Beyond the BTA...VOTE BY NOVEMBER 3<sup>RD</sup>!



## Upcoming Schedule

### Holiday Virtual Mix & Mingle

- December
- More Info Coming Soon

### Jumpstart Your Career

- January 2021
- More Info Coming Soon



# Wrap-up