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| **1.To what size group will the speech be delivered?**Large (100+ people), Medium (50 to 100 people), Small (25 to 50 people), Intimate (1 to 25 people)- * Large
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| **2. The speech will be delivered to a group made up of mostly?**(Family, Friends, Colleagues, Business Associates, Employees, Clients, Media, Invited Guests, Crowd, Specific Ethnic Group, Children, Congregation, Teenagers, or other) * Family, Friends, Colleagues, Business Associates, Employees, Invited guests.
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| **3. Where will the event be held?** * Texas Motor Speedway- Speedway Club
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| **4. What kind of speech do you want?**(Funny,Sentimental Heartwarming, Informative, Informative, Poetic, Serious, Dramatic, Story telling, Professional presentation, Combination of one or more styles) * Combination of Professional with some humor.
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| **5. Is there a key person(s) to whom the speech will be given? Tell us their name(s) and a little about his/her personality.** * I am being installed as President of the Apartment Association of Tarrant County. I like some humor, professional.
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| **6. Please share information about events or memories you have together that you would like mentioned in the speech.*** 2021 was a challenge, with “Snovid”, Covid, Leadership Changes, we sold our building and are “homeless” in a sense. Looking into the future for 2022, we have a new board of directors that are eager to get busy. My DEI Initiative is important as we are starting one of the first DEI Committees in the Nation on the Local Level. I am currently embarking on my 2nd year on the DEI Committee with NAA (National Apartment Association) and the impact and work that has been done to create spaces for people to be their authentic selves, create more inclusivity, and opportunities for equality are so important in today’s work places. Talk about what Diversity, Equity and Inclusion mean.
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| **7. What do you want your audience to think or feel as a result of experiencing your presentation?*** I want them to buy into the vision and my ability to lead the association.
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| **8. Is there an action that you would like your audience to take as a result of experiencing your presentation?*** No crying please, excitement!
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| **9. What is your deadline for delivering the speech?*** I am being installed on 1-21-22, the President being installed resigned and I am next in line. So this is short notice for me. I would like to have it by 1-14-22 for review.
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| **10. Finally, please provide your speechwriter with any additional information you would like to have included in your speech. Include all information you feel is essential to your speech.*** Introduction: Thank you for the video montage and kind words.. blah, blah
* Thank you Linda for your kind words and telling on me, I still cry sometimes. (her funny story).
* Thank my family, special guests, board and members for being here.
* (I don’t know about this-need to keep it light) 2021 was an unprecedented year for our Industry, we survived the 2nd year of a global pandemic and continuing to Pivot to our ever-changing climate, virtual and in person… AND More Zoom Calls. We encountered a winter storm that created more challenges for our communities that we lovingly still call “Snovid.” As an industry we banned together, took care of our residents that live with us along with supporting each other with resources. At AATC, we worked through new streamlined systems, leadership changes, learning curves and sold our building of over 26 years.
* Look around the room, you each have a seat at the table tonight. Think about the person that included you tonight and gave you the equal opportunity to perform at your company because you are a diverse individual.

Chief Diversity Officer of the University of Michigan-Robert Sellers, has emphasized the importance of Diversity, Equity & Inclusion- comparing it to the aspects of attending a dance:* Diversity- It’s where everyone is invited to the party.
* Equity- It’s when everyone gets to dance.
* Inclusion- It means everyone gets an opportunity to contribute to the playlist.

When I graduated from High School, we won’t talk about what year that was (funny), our class song was “Man in the Mirror” by the late, great Michael Jackson. I remember how the words resonated with me when our class president was talking about the lyrics and how we were embarking on an adventure as new graduates. But what I did not realize is the immense power of the words that Michael Jackson was singing. “If they wanna make the world a better place, take a look at yourself and then make a change” When I was putting my thoughts together, I found that DEI is not a new concept, it’s just never been in the forefront. Today, companies are creating more inclusive cultures in their workspaces, commitments to increasing diversity through their recruiting efforts and internal work to allow employees to be their authentic selves and creating Equitable opportunities within their organizations. This is pretty important stuff, right? In 2022, we will be embarking on our own DEI journey at AATC, we are creating one of the first DEI committees on the local level nationally. AATC serves a lot of people, our members, volunteers, supplier partners and our residents. They are all people, but all different. They each bring something important to our organization. There has been some great work that has been done National Apartment Association level in their DEI Committee over the last for 4 years and this has created a lot of awareness within our industry. (I am stuck) Closing- I am looking forward to the opportunity to lead AATC as your 2022 President. “I’m starting with the man in the mirror” will you dance with me?At this time, I would like to introduce you to our 2022 Board of Directors and Committee Chairs.  |  |