



## Diversity, Equity, and Inclusion Resources Page

GMA SHRM's mission is to offer members a variety of professional development opportunities and an environment in which to share ideas, experiences, and building lasting relationships.

There's no doubt 2020 has brought many challenges, some new such as the pandemic and some not so new, challenges that have been ongoing, but now has been given the attention many feel it deserves. The social unrest continues as stories like George Floyd and Jacob Blake impact our community and shine light to the importance of being human and kind.

GMA SHRM sent a survey out to all members in June 2020, and it is evident Diversity, Equity, and Inclusion has become an important topic in today's time more than ever. Nearly 70% of respondents felt that Diversity has "Very Important" among all other HR topics. We asked, "What information would you like to receive about the topic of Diversity, Equity and Inclusion?" Respondents ranked top: Educational information about D&I in the workplace (best practices, promoting D&I, how to develop/manage, etc.); second top ranked: Webinars/local events; third ranked: Resources/Tools; and articles, news updates and observances follows.

Our Diversity Committee asked and now want you to know, you've been heard! We created this DEI resource page to have ongoing content to provide you with learning materials, recommendations, resources, and tools.

All members may contribute to this page, we have many opportunities where you can share with our members. You may email Diversity Director, Mary Vesely at [mary.vesely@fairwaymc.com](mailto:mary.vesely@fairwaymc.com) if you have any contributions/recommendations or suggestions. After all, this is meant for all of you and we want to make the most out of this space!

Feel free to check out [Madison HR Chat](#) too – a space dedicated for our members as an open forum to ask questions and reply with recommendations and suggestions to other questions.

# DIVERSITY INCLUSION EQUITY...

## "AT THE PARTY"



### DIVERSITY

invites you to the party...



### INCLUSION

invites you to the dance...



### EQUITY

redistributes space and resources so that the invited guests can also host their own parties

## "IN THE ROOM"



### DIVERSITY asks

"Who is in the room?"



### INCLUSION asks

"Who has a seat at the table?"



### EQUITY asks

"Who is trying to get in the room but can't? Whose presence in the room is under constant threat of being erased?"

## "HAVING THE CONVERSATION"



### DIVERSITY asks

"How many different voices are there?"



### INCLUSION asks

"Has everyone's ideas been heard?"



### EQUITY asks

"Whose ideas won't be taken as seriously because they are in the minority? What conditions maintain certain groups as the majority?"

## THE DIFFERENCE



### DIVERSITY

is the presence of a wide range of human qualities and attributes, both visible and invisible, within a group, organization, or society



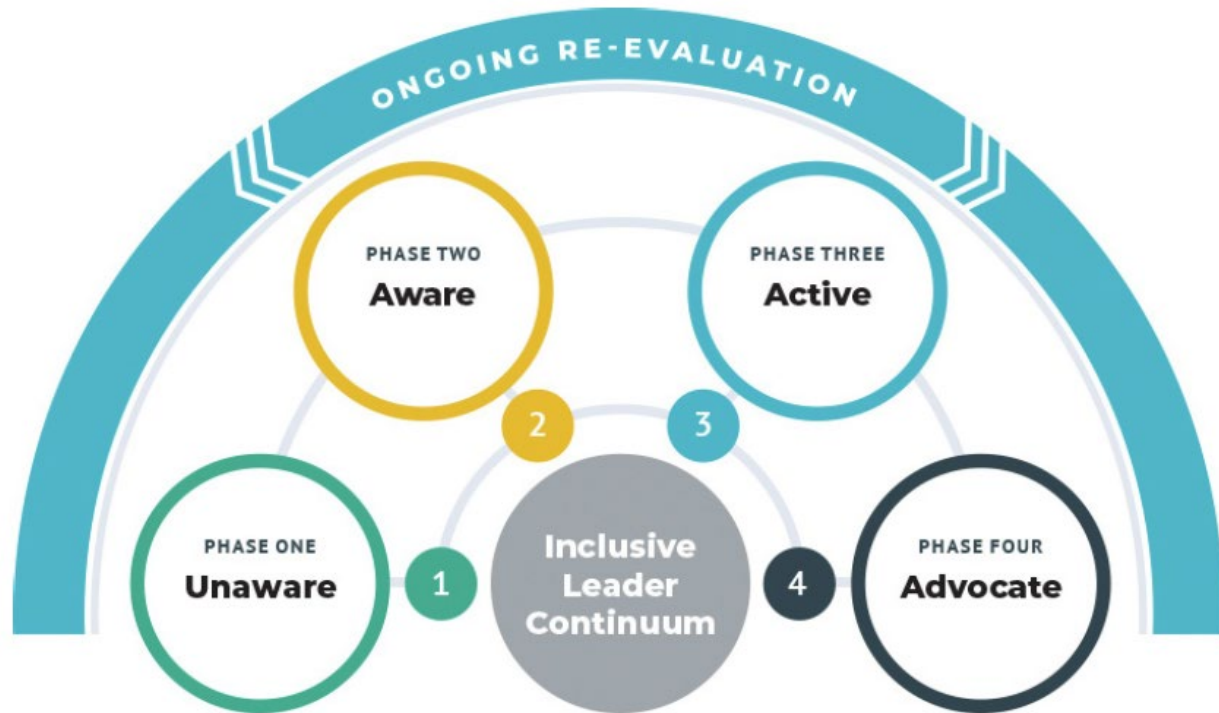
### INCLUSION

is creating an environment where people have both the feeling and reality of belonging and are able to achieve their full potential.



### EQUITY

is a condition of fair, inclusive, and respectful treatment that recognizes and acknowledges differing needs and expectations. Equity acknowledges the fact that equal treatment does not always yield equal results.



**UNAWARE**

You think diversity is compliance-related and simply tolerate it. It's someone else's job—not yours.

**AWARE**

You are aware that you have a role to play and are educating yourself about how best to move forward.

**ACTIVE**

You have shifted your priorities and are finding your voice as you begin to take meaningful action in support of others.

**ADVOCATE**

You are proactively and consistently confronting discrimination and working to bring about change in order to prevent it on a systemic level.

Private // Low Risk // Individual Perspective

Public // High Risk // Organizational Perspective

Learn more about the [Inclusive Leader Continuum](#) and take [the free assessment](#).

## LEARNING RESOURCE CENTER

### NATIONAL SHRM RESOURCES

Website: [www.shrm.org](http://www.shrm.org) > Go to the “Resources” tab and select “Diversity and Inclusion”

Please note: A SHRM membership will gain you access to more resources. [Learn more about the benefits of a SHRM membership account.](#)

[Together Forward @Work](#) – Initiative to open dialogue about racial inequity in the workplace.

[SHRM's Blue Ribbon Commission Report on Racial Equity](#)

[The Cost of Racial Injustice](#)

### SHRM'S VOLUNTEER LEADER RESOURCE CENTER

<https://community.shrm.org/vlrc/leadership/core-leadership-areas/diversityandinclusion>

### WI SHRM RESOURCES

[Diversity & Inclusion News and Articles](#)

## EMPLOYEE TRAINING MATERIALS

### DIVERSITY, EQUITY, AND INCLUSION OVERVIEW

[Diversity and Inclusion: Definition, Benefits & Stats](#)

[Diversity and Inclusion: A Guide for HR Professionals](#)

[Introduction to Cultivating Diversity and Inclusion in the Workplace](#)

[DEI Playbook \(LifeLabs Learning\)](#)

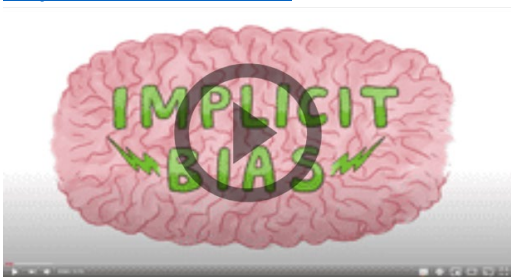
[DEI Essential Facts \(Syntrio\)](#)

### UNDERSTANDING STEREOTYPES AND BIASES

[Bias and Stereotyping](#)

[Exploring Our Own Stereotypes and Biases](#)

[Implicit Bias – Video](#)



[All That We Share \(Putting People in Boxes\) - Video](#)



[Glossary of Bias Terms](#)

## **INCLUSIVE PRACTICES & RESOURCES**

[10 Ways Employees Can Support Diversity and Inclusion](#)

[Hearing vs Listening](#)

[Communicating across Cultures](#)

[6 Techniques for Speaking Up: Calling people “In” not “Out”](#)

[Gender Pronouns FAQs](#)

[LGBTQ+ Glossary](#)

[Mental Health America \(MHA\) Resources for Blacks, Indigenous People, and People of Color \(BIPOC\) and LGBTQ+](#)

[Emerge Stronger: Architecting a More Inclusive & Equitable Future of Work \(Jennifer Brown Consulting\)](#)

[Essential Guide to Creating a Speak Up! Culture \(Syntrio\)](#)

[16 Ways You Can Be a Better Ally! \(Civility Partners\)](#)

## **LEGAL RESOURCES**

[Laws Enforced by EEOC](#)

[How to Develop a Diversity, Equity, and Inclusion Policy](#)

## **READING | PODCAST RECOMMENDATIONS**

[American Library Association \(ALA\)](#) – Diversity reading materials.

[Top 15 D&I Podcasts](#)

## **DIVERSITY CALENDAR/OBSERVANCES**

[Library of Congress](#) – Commemorative Diversity Observances

## **REPORTS**

[D&I Insights Report \(Achievers\) 2021](#)

[Overcoming D&I Challenges: Strategies for Success \(Oracle\) 2021](#)

[The Future of Diversity, Equity, and Inclusion 2021](#)

[Diversity wins: How inclusion matters – McKinsey & Company Report 2020](#)

[Workplace Diversity, Inclusion, and Intersectionality 2019 Report](#)

## **WEBSITES | WEBINAR RECORDINGS**

### **Resourceful Websites/Subscriptions:**

[McKinsey & Company – Diversity Page](#)

[Jennifer Brown Consulting](#)

[D&I Leaders – Free Community, learning resources and webinars](#)

[HR Dive – Diversity and Inclusion Weekly](#)

[Paycom Diversity, Inclusion and EEOC Compliance Toolkit](#)

[Bravely](#)

## **Webinar Recordings:**

[Eventbrite](#) – Search Diversity for various webinars/events (Cost/Free)

[Circa Webinar Recordings](#)

[The New Age of Inclusion – Think Human & Blueboard Recording](#)

[Getting Started with DEI with Syntrio](#)

[National Industry Liaison Group \(NILG\) – Webinar Recordings](#)

[I Am Because We Are: Reclaiming African Culture \(Mental Health America\)](#)

[LGBTQ+ Mental Health: The Trauma of Coming Out \(Mental Health America\)](#)

[DEI Toolkit: Starting Your DEI Journey \(CultureAmp\)](#)

[Diversity On-Demand Webinars \(Paycor\)](#)

[Diversity is not Binary \(Paycor\)](#)

[Creating an Inclusive Workplace for Your Workplace: A Case Study \(Civility Partners\)](#)

[Being an Ally Starts with Recognizing & Minimizing Implicit Bias \(Civility Partners\)](#)

[Matching Military Veterans with Your Need for Skilled Talent \(From Day One\)](#)

[Toward a More Inclusive LGBTQ Outlook in Corporate America \(From Day One\)](#)

[Breaking Down Barriers to Build a More Diverse Tech Workforce \(From Day One\)](#)

[Identifying and Reporting DE&I Analytics to the Board \(From Day One\)](#)

[Creating Space for Juneteenth and Beyond \(15five\)](#)

[What Goes into Building a DEI Program \(Shift\)](#)

[Leveraging DEI to Support Formerly Incarcerated Talent \(Jennifer Brown Community Call\)](#)

[What It Means to Be a “Good Guy” in 2021 \(Jennifer Brown Community Call\)](#)

[The Psychology Behind Building an Inclusive Workforce \(Criteria\)](#)

[D&I 2021 and Beyond: A D&I Expert Panel \(Oracle\)](#)

[Recruiting Essentials for a Diverse Talent Pipeline \(Circa\)](#)

[Let’s Talk about Black Excellence \(Power to Fly\)](#)

[Creating Inclusive Cultures of Belonging \(Cognizant\)](#)

[Equity, Diversity and Inclusion Webinar \(University of Regina\)](#) – Password: w6@LK\$ht

## **FURTHER EDUCATION**

[LinkedIn Learning](#) – Diversity, Equity, and Inclusion courses (Membership Cost)

[US Census Bureau](#)

## **GET INVOLVED LOCALLY**

Madison Industry Liaison Group (ILG) – Contact Sally Makreff at [smakreff@hranalytical.com](mailto:smakreff@hranalytical.com) to sign up for legal updates, training opportunities and resources. National Website:

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

[Madison Area Diversity Roundtable \(Member Cost\)](#)

[DreamBank through American Family Insurance offers some free online events](#)

[SMB – Social Media Breakfast offers free events and networking opportunities](#)

Community involvement opportunities to learn more about our diverse community and practice inclusion through experiences:

- [Volunteer Match – Madison, WI Opportunities](#)
- [United Way of Dane County – Volunteeryourtime.org](#)
- [Dane County Volunteer Opportunities](#)



- [City of Madison – Volunteer Opportunities](#)

## MANAGER/LEADERSHIP TRAINING MATERIALS

### DIVERSITY TRAINING

[3 Powerful Ways to Improve Diversity of Thought on Your Team](#)

### RECRUITMENT TOOLS AND TRAINING

[12 Ways to Improve Your Diversity Recruiting Strategy](#)

[Workplace Diversity Through Recruitment: A Step-By-Step Guide](#)

[8 Strategies for Attracting More Diverse Candidates](#)

[How to Build, Manage and Promote Workplace Diversity](#)

[What is Unconscious Bias in Recruitment?](#)

[Bias Interrupters – Identifying & Interrupting Bias in Hiring](#)

[U.S. Census Quick Facts – Demographic stats for all states, counties, cities, and towns](#)

### INCLUSIVE LEADERSHIP RESOURCES

[The Key to Inclusive Leadership](#)

[6 Characteristics of Inclusive Leadership](#)

[9 Ways to Craft an Inclusive Employee Onboarding Experience](#)

[4 Tips for Talking with Your Team about Racial Injustice and Inclusion](#)

[Icebreakers and Mixers that Promote Inclusion](#)

[Team building: Get to Know Your Team](#)

[How to Run Inclusive Meetings](#)

[7 Ways to be More Inclusive of People with Disabilities](#)

[6 Ways to Cultivate a Workplace Culture that Inspires Diversity and Inclusion](#)

[Diversity and Inclusion Best Practices](#)

## HOW ORGANIZATIONS CAN SUPPORT DEI

- Members to share in this section what DEI initiatives/processes implementing at work
- Share articles and ideas
- Build a list of DEI champions within your organization, can be as simple as an email list to help promote and drive DEI initiatives your task force committee develops
- Request team members to share their story, encourages openness and vulnerability which may inspire others to join!
- Share how to help create a more inclusive workplace with simple actions, behaviors, and attitudes. Starts on an individual level.
- Create a voluntary survey and make available for continuous feedback on how DEI currently stands at your organization and ask for recommendations/suggestions
- Ask for movie, book, podcast, article recommendations to share with entire organization to help broaden mindset and open eyes to new perspectives
- Ask candidates to refer diverse candidates to your organization and share what diversity means to you
- Create a recipe book of authentic recipes from all over the world
- Have an email specifically for suggestions, questions or concerns related to DEI.

## OPPORTUNITIES TO CONTRIBUTE

- Recommendations for books, movies/documentaries, videos, podcasts, personal stories/learning experiences, TedTalks, authentic recipes from different cultures, etc.
- Share feedback, ideas, suggestions, stories/experiences, and/or possible DEI speakers for future Professional Development Sessions.
- Want to learn more about joining our Diversity Committee?

## CONTACT INFORMATION

Diversity Director, Mary Vesely at [mary.vesely@fairwaymc.com](mailto:mary.vesely@fairwaymc.com)