

## Going Beyond Diversity & Inclusion: an Open Forum on Anti-Racism

Below is a list of resources shared by panelists, moderators and attendees during the sessions held from August 24 – 28, 2020. [PeopleStrategy](#) thanks everyone for their participation and contribution to a very successful event. We had over 700 people register and nearly 200 attend each day. We are in the process of planning our next event so be sure to [follow us on LinkedIn](#).

### Books (All Available on Amazon)

- *Stamped: Racism, Antiracism, and You: A Remix of the National Book Award-winning Stamped from the Beginning Hardcover* by Jason Reynolds and Ibram X. Kendi
- *How to Be an Antiracist* by Dr. Ibram X. Kendi
- *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor* by Layla Saad
- *Caste: The Origins of Our Discontents Hardcover* by Isabel Wilkerson
- *The Memo: What Women of Color Need to Know to Secure a Seat at the Table* by Minda Harts
- *The Little Black Book of Success: Laws of Leadership for Black Women* by Elaine Meryl Brown, Marsha Haygood and Rhonda Joy McLean
- *What Doesn't Kill You Makes You Blacker: A Memoir in Essays* by Damon Young
- *Under Our Skin: Getting Real about Race - and Getting Free from the Fears and Frustrations that Divide Us* by Benjamin Watson and Ken Petersen
- *Mentoring at Work: Developmental Relationships in Organizational Life* by Kathy Kram
- *Bridging Differences for Better Mentoring; Lean Forward, Learn, Leverage* by Lisa Fain and Lois Zachary
- *So You Want To Talk About Race* by Ijeoma Oluo
- *Girl Decoded: A Scientist's Quest to Reclaim Our Humanity by Bringing Emotional Intelligence to Technology* by Rana el Kaliouby and Carol Colman
- *Promotable: How to Demonstrate Your Value, Highlight Your Potential & Land Your Next Promotion* by Dr. David M. Arrington (Day 1 panelist!)

### Videos

- [Uncomfortable Conversations with a Black Man](#) a video series with Emmanuel Acho
- [The Science of Skin Color](#) by Bill Ney
- [How to Frame a Discussion Around "Being Articulate"](#) from Crescendo
- [Bias Training Does Not Work What To Do Instead](#) by Julie Kratz
- [What about us? Diversity & Inclusion Blind Spots in Your Financial Wellness and Retirement Plan Benefits](#) by Chuck Privitera (Day 4 panelist!)

## Business Cases, Research, Articles & Resources

- [A Detailed List of Anti-Racism Resources](#) by Katie Couric
- [Anti-Racism Resources: Educate Yourself](#) by Project Home
- [Why Diversity Matters](#) by McKinsey & Company
- [Waiter, is that inclusion in my soup? A new recipe to improve business performance](#) by Deloitte
- [How Diverse Leadership Teams Boost Innovation](#) by BCG Henderson Institute
- [How to Promote Racial Equity in the Workplace](#) by Robert Livingston of the Harvard Business Review
- [The Importance of Advocacy](#) by Maxine Gardner, finance director for Military Mentors
- [Report: Black women promoted at far lower rates than white men](#) by Sara Fischer for Forbes
- [Global Business Speaks English](#) by Tsedal Neeley
- [Let's Talk About Racial Microaggressions In The Workplace](#) by Stephanie Sarkis
- [The Day-to-Day Work of Diversity and Inclusion](#) by Paige Cohen and Gretchen Gavett for Harvard Business Review
- [Responses to Racist or Biased Comments](#) by Diversity Resource Group and shared by Daryl Dixon
- [Being Black in Corporate America: an Intersectional Exploration](#) shared by Cornelia Shipley
- [The Costs of Code-Switching](#) by Courtney L. McCluney, Kathrina Robotham, Serentiy Lee, Richard Smith and Myles Durkee for Harvard Business Review

## Organizations Our Panelists Represent: Check out their services!

### [3C Consulting](#)

As the president of 3C Consulting, Cornelia Shipley (Day 3 panelist) helps companies create development experiences designed to build and enhance high performing organizations. The company's goal is to help clients advance and retain up to 100% of their key talent up to 100% of the time through strategic planning and consulting, executive coaching and leadership development.

### [Arrington Coaching, LLC](#)

Dr. David M. Arrington (Day 5 panelist) is COO of Arrington Coaching, a premier full-service leadership coaching and training company. Arrington Coaching specializes in executive coaching, leadership coaching, team coaching and offers engaging, entertaining, and educational leadership courses that range from 1-hour workshops to multi-day courses.

### [Business Operational Support Services, LLC \(BOSS\)](#)

A former U.S. Army Officer and Certified Leadership & Organizational Development Coach, Speaker, and Facilitator, Lawrence Henderson (Day 5 panelist) takes pleasure in hunting down what "right" looks like for clients. As the founder of BOSS Consulting, Lawrence helps companies identify development gaps and to fill them in with customized solutions based on the organization.

## [Diversity Resource Group \(DRG\)](#)

As the founder and principal consultant of DRG, Daryl Dixon (Day 3 panelist) works with organizations to help create an optimal work environment – an environment where every employee feels recognized, appreciated, valued and that his/her talents are being optimally utilized through equity inclusion.

## [Employment Learning Innovations, Inc. \(ELI\)](#)

ELI is a training company that helps organizations solve the problem of bad behavior in the workplace. This means more than just preventing labor and employment lawsuits. It's about addressing the bigger costs of lost productivity, turnover, and brand damage caused by uncivil behavior. Our award-winning training experiences are based on real-life scenarios and are backed by our deep legal expertise and a proactive, high-touch approach. Stephen Paskoff, Esq., (Day 1 panelist) is the president and CEO of ELI.

## [Jon T Walton, LLC](#)

Jon Walton (Day 4 panelist) is the founder and CEO of Jon T Walton, LLC which provides consulting, leadership, and program management expertise to clients ranging from start-ups and leadership teams to universities and international organizations. With an astute understanding of people, processes, and technology we design and deliver innovation enablement programs. Providing innovation alignment programs, multicultural leadership development, enterprise program management, and strategy operationalization services.

## [Kanarys](#)

Kanarys is a Diversity, Equity, and Inclusion (DEI) focused SaaS platform that gives companies clear metrics to diagnose, prioritize, and optimize DEI efforts. Jared Fitzpatrick (Day 1 panelist) helps Kanarys with its outreach efforts.

## [Military Mentors](#)

Chaveso "Chevy" Cook (Day 1 and Day 4 panelist) is the executive director and co-founder of Military Mentors whose mission is to build a community of military professionals who are committed to improving themselves and each other. The organization connects people to each other and to the resources that they need to learn, grow, and lead.

## [Talvista](#)

Talvista offers software that helps candidates, recruiters, and hiring leaders maintain awareness of their bias and provides a framework to be more conscious of these biases and work to not be influenced by them while making recruiting and hiring decisions. With the software, companies can optimize job descriptions, redact resumes and structure interviews. Stephanie Wemusa (Day 2 panelist) serves as Talvista's VP of diversity and inclusion.

## [Tate & Associates](#)

In 2008, Melva Tate (Day 5 panelist) started Tate & Associates which specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations. Tate & Associates' success stories include clients like The

United Way of Central Alabama, YWCA of Central Alabama, REV Birmingham, Birmingham Business Alliance, Birmingham Education Foundation, City of Irondale, City of Tuscaloosa, City of Jasper, Alabama Public Television, Miles College, and Beville State Community College.

## [Westminster Consulting](#)

Chuck Privitera (Day 4 panelist) is a senior consultant at Westminster Consulting which helps retirement plan sponsors and their fiduciaries fulfill their responsibilities under ERISA while creating better employee retirement outcomes. In addition, the company offers Westminster Workplace Solutions, a comprehensive financial coaching and wellness platform that is addressing inclusion issues in 401(k) plan savings rates and overall financial wellness of women and people of color. We are addressing the diverse financial needs of those who need the most help.

## **Organizations / Sources for Finding Diverse Candidates**

- [Associations for Diverse Talent Sourcing and Recruiting](#)
- [Historically Black Colleges and Universities \(HBCUs\)](#)
- [Black Greek Lettered Organizations \(BGLO\) Alumni](#)
- [Latino Organizations You Need to Know](#)
- [National Panhellenic Council](#)
- [National Society of Black Engineers \(NSBE\)](#)
- [National Black MBA Association \(NBMBAA\)](#)
- [YearUp](#)

## **Organizations for Networking & Support Services**

- [The Atlanta Chapter of NAAHR](#): The National Association of African Americans in Human Resources – Atlanta is launching a mentorship program in 2021; [click here](#) for the interest form. There are NAAHR chapters nationwide; to find one near you visit <https://www.naaahr.org/>.
- [HR Girlfriends](#): HR Girlfriends makes it possible for the women of Human Resources to connect for knowledge sharing, resource swapping, professional development and personal growth opportunities.
- [Race Forward](#): Founded in 1981, Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. Founded in 2002, CSI catalyzes community, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. In 2017, Race Forward united with Center for Social Inclusion to become the new Race Forward.
- [Black Women of Influence \(BWOI\)](#): Envisioned in 2007 by three friends who wanted to provide peer support for professional women who often sit isolated in organizations with few other women of color to count on for support and mentorship.
- [Crescendo](#): Based in Canada, this organization offers a DEI training tool that integrates with Slack.
- [Tidal Equity](#): Based in Canada, this company equips people, organizations, and communities to build strategy & equality differently. Our most exciting new offering is called the Equity Sequence™, an impactful alternative to bias training.