

Creating an Inclusive Environment

PRESENTED BY HUB INTERNATIONAL



VIDEO FEATURED IN 10/20/2021 PRESENTATION: (privilege walk exercise)

Privilege/Class/Social Inequalities Explained in a \$100 Race

<https://www.youtube.com/watch?v=4K5fbQ1-zps>

How to Outsmart Your Own Unconscious Bias (YouTube TEDxPasadena 17 min)

<https://www.youtube.com/watch?v=GP-cqFLS8Q4>

Jane Elliott talks about her Blue Eyes/Brown Eyes Exercise (with Jimmy Fallon June 2020 7 min) <https://www.youtube.com/watch?v=f2z-ahJ4uws>

A Timeline of Social Studies Education in America (infographic)

<https://www.edsurge.com/news/2019-11-11-a-timeline-of-social-studies-education-in-america>

The Study on White Men Leading Through Diversity & Inclusion

<http://www.whitemensleadershipstudy.com/pdf/WMLS%20Executive%20Summary.pdf>

HONOR NATIVE LAND: A GUIDE AND CALL TO ACKNOWLEDGMENT

<https://usdac.us/nativeland>

White Privilege: Unpacking the Invisible Knapsack (1989)

https://psychology.umbc.edu/files/2016/10/White-Privilege_McIntosh-1989.pdf

I've lived as a man & a woman -- here's what I learned (YouTube TEDx MileHigh 16 min) <https://www.youtube.com/watch?v=IrYx7HaUIMY>

Heather McGhee - "The Sum of Us" & The True Cost of Racism | The Daily Social Distancing Show (9 min) <https://www.youtube.com/watch?v=lZpse-9OKTY>

MORE FROM SHRM

Together Forward @Work [microsite https://togetherforwardatwork.shrm.org/](https://togetherforwardatwork.shrm.org/)

Diversity Equity & Inclusion resource home page

<https://www.shrm.org/ResourcesAndTools/hr-topics/Pages/diversity-equity-and-inclusion.aspx>

Creating a Safe Space at Work for Discussing Social Justice Topics

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Creating-a-Safe-Space-at-Work-for-Discussing-Social-Justice-Topics.aspx>

DEI Without Cancel Culture (managing resistance)

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/humanity-into-hr/pages/dei-without-cancel-culture.aspx>

Embracing DE&I: Going Beyond Supportive Statements

<https://www.shrm.org/resourcesandtools/hr-topics/pages/embracing-dei-going-beyond-supportive-statements.aspx>

Ensuring Workplace Inclusion for LGBTQ Employees

https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/lgbtq_inclusion.aspx

DE&I Action: Inclusion Playbook (SHRM Member only access)

<https://togetherforwardatwork.shrm.org/#>



GET THE RIGHT TOOLS FOR THE JOB

THE SHRM MEMBERS-ONLY DE&I ACTION-TO-CHANGE TOOLBOX

With one click, learn to construct more-inclusive workplace cultures with a turnkey solution that includes:

- **Conversation starter cards.** Because understanding starts with talking and listening.
- **An HR resource guide.** A curated collection of diversity, equity and inclusion (DE&I) readings and research for practical equity solutions.
- **An inclusion playbook.** Your step-by-step guide to a more inclusive workplace.
- Plus more

SHRM Specialty Credentials

WHAT IS SHRM-CP AND SHRM-SCP CERTIFICATION? | SHRM CALIFORNIA LAW HR SPECIALTY CREDENTIAL | SHRM HR DEPARTMENT OF ONE SPECIALTY CREDENTIAL

| SHRM INCLUSIVE WORKPLACE CULTURE SPECIALTY CREDENTIAL | SHRM PEOPLE ANALYTICS SPECIALTY CREDENTIAL

| SHRM TALENT ACQUISITION SPECIALTY CREDENTIAL | SHRM U.S. EMPLOYMENT IMMIGRATION SPECIALTY CREDENTIAL

| SHRM WORKPLACE INVESTIGATIONS SPECIALTY CREDENTIAL

THE LOUDEST VOICE: Corporate America Needs to Get on the Right Side of History. Civil Rights Nonprofit Color Of Change Gets It There—Ready or Not

https://colorofchange.org/press_release/the-loudest-voice-corporate-america-needs-to-get-on-the-right-side-of-history-civil-rights-nonprofit-color-of-change-gets-it-there-ready-or-not/

Racial Bias in Health Care and Health: Challenges and Opportunities (Journal of the American Medical Association Sept 2015) https://jamanetwork.com/journals/jama/article-abstract/2425753?utm_source=silverchair+information+systems&utm_medium=email&utm_campaign=master%3ajamalatestissuetocnotification08%2f12%2f2015

LOCAL THE DAILY SENTINEL

If you see racism, call it out 10/12/2021 guest editorial

<https://grandjunctiondailysentinel-co.newsmemory.com/?token=000DS21D2D719-E72B-40EA-B063-26538A8E9913>

Parade tops off Pride Fest 9/8/2021 <https://grandjunctiondailysentinel-co.newsmemory.com/?token=000DS21D2D719-E72B-40EA-B063-26538A8E9913>

Pride Fest this week continues to flourish (includes symbolism of the PRIDE/progress flag) 9/8/2-21 <https://grandjunctiondailysentinel-co.newsmemory.com/?token=000DS21D2D719-E72B-40EA-B063-26538A8E9913>

DREAM CAME TRUE: Opal Lee's Juneteenth dream came true, but she isn't done 10/10/2021 https://grandjunctiondailysentinel-co.newsmemory.com/ee/nmum/default_bb_include_inframe.php?pSetup=grandjunctiondailysentinel_live20160210&isFrame=1&bbtype=type_html5&enableUniversalLinkSplash=1&docMode=BackCompat

Comedian? Veteran? Trans activist? Megan Beesley embraces several roles in Grand Valley community 8/8/2021 <https://grandjunctiondailysentinel-co.newsmemory.com/?token=000DS21D2D719-E72B-40EA-B063-26538A8E9913>

Celebrate Juneteenth today in Lincoln Park 6/19/2021 https://grandjunctiondailysentinel-co.newsmemory.com/ee/nmum/default_bb_include_inframe.php?pSetup=grandjunctiondailysentinel_live20160210&isFrame=1&bbtype=type_html5&enableUniversalLinkSplash=1&docMode=BackCompat