

DIVERSITY AND INCLUSIVITY

VIRTUAL COURSE SYLLABUS AND RESOURCES

Live Virtual Sessions

Unconscious Bias

June 4 | 2:00 – 3:00 pm ET

In this webinar, Katherin Nukk-Freeman, Co-Founder, President and Chief Culture Officer of SHIFT HR Compliance Training, will introduce the important concept of unconscious bias and explore the impact of such biases on the work environment. The session will build awareness of biases and provide strategies to interrupt and neutralize them.

Creating an Inclusive Culture

June 6 | 2:00 – 3:00 pm ET

In this webinar, Richard Schaeff of White Men as Full Diversity Partners will examine the dominant culture of U.S. business and challenge assumptions typically not examined. We will also look at the impacts of Outsiders (typically women and men of color or white women) having to fit into the dominant culture as well as ways leaders, individuals and organizations can be more inclusive.

Attracting & Retaining Diverse Talent

June 11 | 1:00 – 2:00 pm ET

In this webinar, Dr. Kevin England, a Senior Consultant with Jennifer Brown Consulting, will focus on where to find and how to attract a diverse talent pool. Best practices for eliminating bias that frequently creep into the recruiting and hiring process will also be discussed.

The ROI of D&I Initiatives

June 13 | 2:00 – 3:30 pm ET

Measuring the impact of D&I initiatives and demonstrating the financial return on investment is crucial to maintain funding, gain support, and assess progress of the programs. In this webinar, Dr. Edward Hubbard, President and CEO of Hubbard & Hubbard, Inc., will provide an overview of how to calculate the ROI of D&I initiatives to demonstrate the impact on organizational performance.

The webinar will conclude with a panel of CIAB members discussing their experience with D&I initiatives:

- Kim Davis, EVP, Chief Diversity & Inclusion Officer, NFP
- Marty Guastella, Chief Human Resource Officer, Oswald Companies
- Rodney Johnson, Divisional VP, Culture & Inclusion, Gallagher

Slide Decks

After each live session, the slide deck and a recording of the session will be made available to registrants.

Resource Toolkit



Micro learnings

- [Consciously Overcoming Unconscious Bias \(8 minutes\)](#)
- [Gateways to Inclusion \(18 minutes\)](#)
- [Anyone can be an Ally: With Brian McNaught \(14 minutes\)](#)

Your access information is as follow: <http://ciab.mrooms.net/>

Username: your email address (*lowercase*)

Password: ciab123

Self-Paced Course: Unconscious Bias

As part of this toolkit, we will be offering an online course, which can be taken at your own pace. The course will cover the topic of Unconscious Bias and provides an in depth look at real life situations.

You will receive an email from "SHIFT" to activate your account and create a unique login. Once your account is set up, visit <http://training.shiftelt.com> to access the course.

Reading List

Books:

[Blind Spots: Hidden Bias of Good People](#)

by Mahzarin Banaji and Anthony Greenwald

[That's What She Said: What Men Need to Know \(and Women Need to Tell Them\) About Working Together](#)

by Joanne Lipman

Articles:

["Unconscious Bias In The Workplace: You Can't Afford To Ignore It"](#) (Forbes)

["Study: Just the Perception of Implicit Bias Takes a Toll on Companies"](#) (Fortune)

["Correcting and Dispelling the Myths About Diversity and Inclusion Hiring -- 4 Experts Weigh In"](#) (Entrepreneur)

["We Don't Know"](#) (Leader's Edge)

["The Council Dives In"](#) (Leader's Edge)

Other Resources

Assessment:

[Harvard Project Implicit Association Test \(IAT\)](#) - Find out your unconscious associations regarding race, gender, sexual orientation, and other topics

Video:

[How microaggressions are like mosquito bites • Same Difference](#)

Podcast:

[Diversity in the Workplace – How Bias Costs Companies Millions](#)