

RESOURCE GUIDE

BOOKS

[The Conversation: How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations](#)

An essential tool for individuals, organizations, and communities of all sizes to jump-start dialogue on racism and bias and to transform well-intentioned statements on diversity into concrete actions—from a leading Harvard social psychologist. How can I become part of the solution? In *The Conversation*, Robert Livingston addresses three simple but profound questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it?

PODCASTS

[Life Kit: Making the Workplace More Equitable for Trans People](#)

A short podcast with tips on making the workplace more equitable for Trans People

BLOG POSTS

[Diversity and Inclusion: Best Practices for Associations](#)

An essential tool for individuals, organizations, and communities of all sizes to jump-start dialogue on racism and bias and to transform well-intentioned statements on diversity into concrete actions—from a leading Harvard social psychologist. How can I become part of the solution? In *The Conversation*, Robert Livingston addresses three simple but profound questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it?

[How Associations Can Foster Diversity and Inclusion](#)

LinkedIn article by Greg DeShields, CHE, CDE, Executive Director, Tourism Diversity Matters (TDM). TDM was founded as the collaborative leader of Diversity, Equity and Inclusion (DEI) initiatives and concepts that can address the blind spots of ethnic disparities and provide decision-makers in the tourism and events industry access, resources, and tactics to develop more effective Diversity & Inclusion strategies that will engage and retain a diverse workforce.

[7 Exceptional Examples of Equity in the Workplace](#)

Tips on being more equitable at work

[How Men Can Become Better Allies to Women](#)

When men are deliberately engaged in gender inclusion programs, 96% of organizations see progress — compared to only 30% of organizations where men are not engaged.

["Supporting Caregivers in the Workplace: A Practical Guide for Employers"](#)

A free 56 page toolkit from AARP to provide an understanding for employers on employees who caregive. Topics include: creating culture of awareness; building workplace policies, benefits and programs; helpful tips; challenges of implementing caregiving benefits; employer survey results; fact sheets for employer/employee; resources for caregivers.

[Small Business Caregiving Guide](#)

This guide offers small business owners advice for tackling common challenges to create a workplace that is supportive of caregivers.

[For Younger Job Seekers, Diversity and Inclusion in the Workplace aren't a Preference. They're a Requirement.](#)

Millennial and Gen Z professionals are avoiding companies without a diverse workforce, clear promotion track and a commitment to confronting systemic racism in their ranks

[Why Pronouns Matter](#)

Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them.

[Employment Practices](#)

Acumen Executive Search aspires to conduct highly inclusive and equitable searches for new executive leaders who help our client organizations thrive. We approach this work with humility and an orientation towards continuous learning and training. Here are some lessons learned as related to diversity, equity, and inclusion initiatives, and a few questions that might spur discussion within your organizations.

ASSOCIATION SPECIFIC CONTENT

[NAEDI: National Association for Equity, Diversity and Inclusion](#)

Looks like a newer association focusing on Equity, Diversity and Inclusion

[Are Association Boards Embracing DEI?](#)

How are associations approaching diversity, equity, and inclusion at their highest levels of volunteer leadership? This report from the ASAE Research Foundation digs into key data points to identify how associations are embracing DEI and highlight opportunities for growth and improvement. The report analyzes data from nearly 700 responses and provides useful definitions, tools, and resources to guide and inform change.

VIDEO

[Let's get to the root of racial injustice | Megan Ming Francis | TEDxRainier](#)

TedTalk by Megan Ming Francis on how education isn't the one-size-fits-all solution to racism

[How the Model Minority Myth Holds Asian Americans Back at Work—and What Companies Should Do](#)

Article includes: The origins and consequences of the model minority myth, How the myth sets Asian Americans up to fail in management and leadership, and moving toward equity

VETERAN SPECIFIC

[What Qualifies Someone as a Veteran?](#)

Veteran's Day is coming up (Nov. 11th), so this is a good time to learn what qualifies someone as a veteran.

[10 Reasons Why Employers Want to Hire Veterans, Based on Real Research](#)

The reason the number of veteran hiring programs skyrocketed beginning in 2012 is because Syracuse University's Institute for Veterans and Military Families (IVMF) published a real business case for hiring veterans, written by a Ph.D. and based on 10 research-informed propositions on the value of veterans in a competitive business environment.

[The Ugly Truth About Workplace Discrimination Against Veterans](#)

This is a blog written by a law firm, but it does a great job of explaining veteran discrimination in plain English.

[The Inconvenience of Being a Woman Veteran](#)

When leaving the service, women are often faced with a slew of challenges as they try to assimilate into civilian life.

ADDITIONAL RESOURCE WEBSITES

[RespectAbility's website](#)

RESPECTABILITY fights stigmas and advances opportunities so people with disabilities can fully participate in all aspects of community.

[Disability Equity Resources](#)

IMPACT Collaboratory's list of disability equity resources.

[Diversity Awareness Calendar](#)

Curated list of the widely recognized awareness months and day(s) for a specific group, culture or cause. These awareness months and day(s) are intended to help raise awareness and understanding for the group, culture or cause, not trivialize.