BELLWETHER CONSULTING

Diversity, Equity, and Inclusion Resource Toolkit

This toolkit was prepared for Minnesota Dual-Training Pipeline in June 2021. While not intended to be comprehensive, this list gives a good snapshot of diversity, equity, and inclusion resources available for businesses to consider using.

How do we get started?

Grounding - Brave Space Agreements

Podcast - WorkLife with Adam Grant: Building an Anti-Racist Workplace

MPR News - Workplace Inclusion: What's Working and What's Not

Assessment - Portland Means Progress - Readiness Assessment

Minnesota Compass - Demographic Information by municipality

Aspen Institute - Job Quality Tools for Employers

Bias Interrupters - Toolkits for Disrupting Bias

Good Jobs Institute - Diagnostics, Calculators, & Scorecards

J.E.D.I. Collaborative - Tools for Promoting a Culture of DEI

What are some basic DEI concepts we should know?

Infographic - Cultural Iceberg: explicit versus implicit

Fact Sheet - Four Levels of Racism

Video - Race Forward: Eight short videos that outline Systemic Racism

Definitions - Glossary of Terms: Structural Racism

As individuals and teams, how can we learn more?

Infographic - Boosts and Blocks to Wealth-Building

NPR - Code Switch - The fearless conversations about race that you've been waiting for!

NPR - On Being: Robin DiAngelo and Resmaa Menakem in Conversation

Podcast - WorkLife with Adam Grant - How to Bust Bias at Work

Video - Uncomfortable Conversations with a Black Man

Video - TED Talk: How to recognize your white privilege and use it to fight inequality

Video - Anti-Racism Commitment Coalition

Article - In Duluth, Confronting Racism with "Hello"

Article - The Equity Manifesto

Article - Creating a Culture that Fosters DEI

Book - *A Good Time for the Truth: Race in Minnesota*

Book - *How to be an Anti-Racist* by Ibram X. Kendi

Book - *Uncomfortable Conversations with a Black Man* by Emmanuel Acho

Book - *What Happened to You? Conversations on Trauma, Resilience, and Healing*

How can I persuade others that we need DEI?

Article - StarTribune: Minnesota Companies Learning to Walk the Walk on Diversity

Article - Culture Amp: Seven Ways to Get Exec Buy-In for Diversity and Inclusion Work

Article - World Economic Forum: The Business Case for Diversity

Article - Harvard Business Review: Getting Serious About Diversity: Enough Already with the Business Case

Article - Wharton School: Beyond the Business Case for Diversity

Article - McKinsey: How Inclusion Matters

Article - PolicyLink: Corporate Racial Equity Advantage

Article - Harvard Business Review: How Inclusive is Your Leadership?

Article - Wharton School: How to Elevate Diversity, Equity, and Inclusion Work in Your Organization

How can we start setting ourselves up for better DEI outcomes?

Assessment - Harvard Implicit Bias Test

Assessment - Intercultural Development Inventory (IDI) - individual and organizational assessments

BE MSP Workplace Toolkit - A toolkit for sparking conversations and building an inclusive workplace culture

OnGig - The Magnet: 25 Examples of Corporate Diversity Goals

Portland Means Progress - Metrics to measure the success of DEI actions

What Can I do About Racism? Studying/Learning

What Can I do About Racism? Action/Organizations

Community Toolbox - Building Relationships with People from Different Cultures

National Equity Project - Resources for making a new world order

Just 2.0 User Manual - Voluntary Disclosure Tool

Where can we find diverse candidates to recruit?

CareerForce - Career Development and Talent Matching

CareerSTAT- Resource Center for Healthcare Employers

Black Tech Talent

Climb Hire

Comunidades Latinas Unidas en Servicio (CLUES)

EMERGE Community Development

Genesys Works

New Vision Foundation

POC Job Fair

Summit Academy OIC

Takoda - American Indian OIC

Urban League Twin Cities

How can we train and retain a diverse workforce?

Video - Pamela Paulk of Johns Hopkins on the benefits of hiring ex-offenders

Article - Washington Post: A New Idea for Filling Hard-to-Fill Health-Care Jobs: Ex-Offenders

Article - Employee Resource Groups

Article - Hiring Developers when Diversity is a Priority

Article - DLI: Guidance for Effective On-the-Job-Training

Where can we get more tailored support for our company?

Racial Equity Resources Directory

Twin Cities BIPOC Consultant Directory

Center for Economic Inclusion

Equity & Results - Results-Based Accountability

YMCA - Equity Innovation Center for Excellence

YWCA Inc.lude - Diversity & Inclusion Consulting

Additional resources to find, use, and share with others:

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For **additional copies** of this document, or for a version of the toolkit with **visible hyperlinks**, please visit

https://www.bellwethermn.com/dei-at-dli