

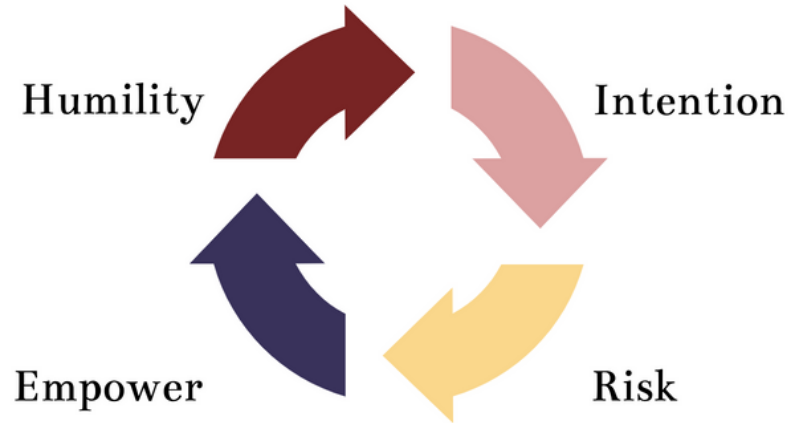
DIVERSITY, EQUITY & INCLUSION



Resources by Conversate Collective

Resources to help develop your Diversity Equity & Inclusion Strategy.

Based on the HIRE framework, we have compiled a shortlist of resources to help you take the first steps in developing your organization's Diversity Equity & Inclusion Strategy.



HUMILITY - Acknowledge where you are in this journey and the work you or your organization needs to do:

- Books to educate yourself on race from US & UK authors
- Understand implicit bias
- Understanding microaggressions
- Enlist the help of experts like
 - Diversity Ally (UK)
 - CaDaZo
 - All Things Diverse

INTENTION - Identify specific areas of improvement and document them.

Questions you can ask:

- What is the purpose of this diversity initiative?
- What are the key performance indicators and benchmarks that will help achieve this purpose?
- How can we create opportunities for advancement among minorities within the organization?
- Does the language in our company policies, job descriptions, and performance evaluations contain biases that negatively impact BIPOC?



RISK - Leave the old way of recruitment, networking, and engaging talent behind and consider using these resources:

- WorkplaceDiversity.com - Find Latino, Military Veteran, Female, Asian American, African American, or LGBTQ professionals.
- [#HIREBLACK](https://twitter.com/HIREBLACK) - Connecting job seekers with corporate acquisition teams.
- [Ability Links](#) - To find candidates with disabilities.
- [HBCU Recruitment](#) - A list of HBCU Career Centers that can connect you with prospective candidates.



- Hispanic Serving Institutions - Higher Education Institutions with at least 25 percent Hispanic students.
- Join EventProfs Mastermind - To connect with a global network of industry professionals.
- TapRecruit - Software to remove bias language from job posts.
- EventMB Black Business Directory - A curated list of Black-owned businesses to diversify your partner and supplier portfolio in the US, UK, and Europe.



EMPOWER – For your efforts to be successful you need people from every level of your organization to have a voice:

- Enlist all employees to help shape your Diversity, Equity & Inclusion Strategy, and the resulting culture.
- Create space and opportunities for them to speak up when they see or feel the organization is not living up to its DEI commitments.
- Create a scorecard for employees to rate the organization’s progress against the benchmarks you set each quarter.

Partner with us!

Conversate Collective is a black woman-owned agency offering innovative event strategies to help businesses develop meaningful relationships with their customers. Contact us to discuss ways we can support you in 2021.

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