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** - 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.
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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