Courage Resources

Thank you for attending Antoinetta Mosley's keynote at The SVSHRM Leadership Breakfast: "Don't DIY Your DEI: How to ensure DEI is a Sustainable Strategic Priority!"

One of the primary objectives of Antoinetta Mosley's keynote is to help you feel encouraged to foster a positive culture and environment at your organization where all stakeholders receive equitable opportunities and feel a sense of inclusion and belonging. By consistently cultivating courage, you can help cultivate equitable & inclusive spaces that are celebrated, not tolerated!

Individually:

- Work to increase your courage competency and consciousness. View Courage Frameworks
- Sign up for your first Courage Course!
- Authentically get to know people better by having "courageous conversations."
- Identify personal biases and practice building inclusive habits.
- Challenge your assumptions. Ask questions.
- Practice "radical candor" when discussing and strategizing around DEI topics.

Collectively:

- Set goals for how to implement the P.A.C.E. Progress Framework in 2024.
- Remember, "what gets measured, gets managed". Best practices support having a documented, strategic, and measurable action plan.
- Survey all key stakeholders anonymously about the culture at your organization. Distribute the survey on an annual basis to track progress.
- Start using tools such as ground rules or a group agreement handout to have honest and healthy conversations. It will not always be comfortable, but it is essential.
- Remember, although you are on a journey together, every person is unique and brings their own experiences and perspectives to the group. Embrace the differences.
- Continue to build a culture of diversity, equity, inclusion, and belonging through continuous learning, growth, and development. The resources shared in this handout are just a few of the amazing resources you can tap into.

I Follow the Leader Resources: ifollowtheleader.com.

- The P.A.C.E. Progress Framework is a model to help organizations progress on their DEI journey.
- The I Follow the Leader Podcast is our podcast focused on having courageous conversations with leaders and change agents. Episodes are streamed live via video and uploaded to audio platforms.
- Take our DEI Quiz to see which level your company is currently on and the recommended next steps.
- The DEI Booklet contains information for businesses including a checklist, DEI roadmap, and why measuring DEI progress is critical.

I Follow the Leader
Strategic Consulting

Courage Resources

- Business Case Stats
- Nonprofit Stats
- Click here for various resources including recommended movies and videos to watch with others. Having discussions about a book, movie, or podcasts are great ways to facilitate conversations with co-workers, friends, family, and others. Additionally, there are links to resources for the workplace.
- Click here to view a few DEI book recommendations.
- Subscribe to our newsletter to receive bi-monthly updates and resources.

Resources shared by CEO, Antoinetta Mosley: antoinettamosley.com

- Subscribe to Courage Candy: A LinkedIn newsletter written by our CEO with reflections about courage and culture, typically distributed monthly.
- Text Community for Caring Courageous Change Agents. Text 919-647-7450 to become a subscriber and receive #couragecandy texts Monday-Friday from Antoinetta. Click here to learn more.

Additional Resources

- Data Collection. Candid: How to Collect and Share DEI Data
- Data Collection. Schusterman: MORE THAN NUMBERS: A Guide Toward Diversity, Equity, and Inclusion (DEI) in Data Collection
- Race to Lead: Nonprofit Race and Leadership Data
- Business Case for DEI McKinsey: May 19, 2020 Report, "Diversity Wins: How inclusion matters"
- NPR Article: Cost Of Racism: U.S. Economy Lost $16 Trillion Because Of Discrimination
- Organizational Culture Resources: Society for Human Resource Management
- Racial Equity Tools Glossary: Racial Equity Tools
- Toolkit Welcoming America: America Needs All of Us: A Toolkit for Talking About Bias, Race and Change
- Ted Talk: How to overcome our biases? Walk boldly toward them YouTube Link
- Take Harvard's Implicit Association Test

DEI P.A.C.E. Pledge: https://deipace.com

- Created by I Follow the Leader. By pledging your commitment to further diversity, equity, and inclusion in your workplace and community, you can help promote and carry out actions that lead to systemic change. ***Join us in taking the pledge!***