



DEI Resources

Next Steps

One of the main goals for having discussions and training focused on diversity, equity, and inclusion is to foster a positive culture and environment where all employees feel a sense of belonging.

Individually:

- Practice “[radical candor](#)” when discussing and strategizing around DEI topics.
- Identify personal biases and practice building inclusive habits.
- Challenge your assumptions. Ask questions.
- Authentically get to know people better by having “courageous conversations”.

As a group:

- Set goals for how to implement the P.A.C.E. Progress Framework and DEI roadmap in 2021.
- Remember what gets measured, gets managed. Best practices support having a documented, strategic, and measurable action plan.
- Survey all key stakeholders anonymously about DEI at your organization. Distribute the survey on an annual basis to track progress.
- Start using tools such as the 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 [DEI Booklet](#) contains information for businesses including a checklist, DEI roadmap, and why measuring DEI progress is critical.
- [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 the newsletter via the button at the bottom of the [home page](#) to receive bi-monthly updates and resources.





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Additional Resources

- Data Collection. [Guidestar](#): 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!***

