**Meeting #3 Agenda**

**Thursday, March 19, 2020**

**1:00pm – 4:00pm ET; Virtual Meeting via Zoom**

**Video Conference Link**: <https://zoom.us/j/505983438>

\*Please have your cameras turned on \*

**Dial in**: +1 646 558 8656

**Meeting ID**: 505 983 438

**1:00pm – 2:30pm**

* **Welcome and Introductions** 
  + Summary recap from Meeting #2 (attached)
  + Please Share: *How are you doing amidst the current COVID-19 situation?*
  + Please Share: *What is a unique aspect of your diverse candidate identification process?*
* **The State of Diversity, Equity and Inclusion in the Talent Recruitment Process**
* **Addressing Equity in Underrepresented Groups of Talent** 
  + Explore the various employment categories and identifiers such as: Gender, Race/Ethnicity, Disabilities, Veterans, Religion
  + Identifying and mitigating bias in the hiring process
  + Identifying diverse talent: recruiters and hiring managers
  + Best practices for onboarding, retaining and promoting/advancing diverse talent

**2:30pm – 2:40pm**

* **Break**

**2:40pm – 3:30pm**

* **Guest Speaker: Felicia Nurmsen, Managing Director of Employer Services, National Organization on Disability (NOD)**

**3:30pm – 4:00pm**

* **Discussion: Effectiveness of Equity Programs that Move the Needle** 
  + Equity programs to support talent recruitment, retention and advancement
  + Candidate identification
  + Mentoring and sponsorship programs
  + Leadership and talent development programs
  + Business Employee Resource Groups
  + Promotion goals
* **Wrap-Up & Closing Remarks**
* Please [**fill out our evaluation form**](https://www.surveygizmo.com/s3/5504330/Satisfaction-Survey-DEI-3rd-mtg) to let us know your thoughts on today’s session
* Our fourth and final Accelerate Community meeting (May 18, 2020; in person) will focus on measurement and benchmarks of DEI. We will also be welcoming special guest speaker [Rohini Anand](https://www.linkedin.com/in/rohinianand/), formerly SVP CSR and Global Chief Diversity Officer of Sodexo.

**Additional Reading Materials & Resources for Meeting #3:**

Readings

* Being Black in Corporate America (attached – full study & infographic)
* An intersection Exploration by Center of Talent Innovation and Women in the Workplace (attached)
* Coronavirus and Racial & Social Equity: <http://www.thejusticecollective.org/main-blog/2020/3/11/coronavirus-and-racial-social-equity-centering-justice-during-times-of-uncertainty-and-four-things-you-can-do-right-now>
* 6 Steps for Grantmakers To Take Now (Coronavirus): <https://www.philanthropy.com/article/Coronavirus-6-Steps-for-Grant/248202>
* [What Happens When White Women Become the Face of Diversity](https://www.forbes.com/sites/maryannreid/2020/02/18/what-happens-when-white-women-become-the-face-of-diversity/#3f823f3d287d)
* [4 Ways To Understand the Diversity of the Disability Community](https://www.forbes.com/sites/andrewpulrang/2020/01/03/4-ways-to-understand-the-diversity-of-the-disability-community/#5ca684773d3e)
* [How Workplaces – Not Women – need to Change to Improve Equality](https://hbr.org/podcast/2020/03/how-workplaces-not-women-need-to-change-to-improve-equality) (Interview with Michelle King at Netflix)
* [To retain employees- focus on inclusion not diversity](https://hbr.org/2018/12/to-retain-employees-focus-on-inclusion-not-just-diversity)
* [Diversity and inclusion must be about equity, not buzzwords or an image](https://www.bizjournals.com/triad/news/2020/01/24/diversity-and-inclusion-must-be-about-equity-not.html)
* [The value of belonging at work](https://hbr.org/2019/12/the-value-of-belonging-at-work)
* [Recruiting for Diversity](https://hr.fas.harvard.edu/files/fas-hr/files/recruiting_for_diversity_9.17.13_0.pdf)
* [4 ways Diversity is directly linked to profitability](https://www.entrepreneur.com/article/346229)

Videos

* [P&G Neurodiversity Program](https://www.gradcracker.com/hub/55/procter-and-gamble/videos/4608/weseeequal-p-and-gs-neurodiversity-programme) (3:35 min)
* [Janet Stovall- How to get serious about diversity and inclusion in the workplace](https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace?language=en#t-650978) (10:54 min