

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](#) 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](#), formerly SVP CSR and Global Chief Diversity Officer of Sodexo.

Diversity, Equity, and Inclusion (DEI) Accelerate Community



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](#)
- [4 Ways To Understand the Diversity of the Disability Community](#)
- [How Workplaces – Not Women – need to Change to Improve Equality \(Interview with Michelle King at Netflix\)](#)
- [To retain employees- focus on inclusion not diversity](#)
- [Diversity and inclusion must be about equity, not buzzwords or an image](#)
- [The value of belonging at work](#)
- [Recruiting for Diversity](#)
- [4 ways Diversity is directly linked to profitability](#)

Videos

- [P&G Neurodiversity Program](#) (3:35 min)
- [Janet Stovall- How to get serious about diversity and inclusion in the workplace](#) (10:54 min)