



DIVERSITY, EQUITY, INCLUSION AND RACIAL JUSTICE RESOURCE GUIDE

for Executives, Human Resource Leaders, and their Employee

Updated July, 2023

The Best and Brightest has always been a platform for dialogue and education. This guide was created to link together resources to help remove racial barriers and to spark conversation. Inside you will find relevant books, articles and information on creating a deepened understanding.

Racial Justice Champions

Premier Sponsors



Gold Sponsors



Silver Sponsors



BETTER BUSINESS. RICHER LIVES. STRONGER COMMUNITIES.

866.321.1822 • info@thebestandbrightest.com • thebestandbrightest.com



DIVERSITY, EQUITY, INCLUSION AND RACIAL JUSTICE **RESOURCE GUIDE** for Executives, Human Resource Leaders, and their Employees

TABLE OF CONTENTS

Resource Media for Executives	3-4
Resource Media for Human Resource Leaders.....	5-6
Resource Media for Employees	7-8
Diversity, Equity, and Inclusion Consulting	8
Resource Groups	8-12
Diversity Talent and Development Organizations	13

The Best & Brightest is not endorsing any third party opinions, resources or political agendas. The intent of this document is to create conversations around racial tensions, diversity, equity and inclusion. This is not meant as a political platform.



Resources for Executives

Articles:

14 Important Benefits of a More Diverse Leadership Team by Forbes Councils Member

<https://www.forbes.com/sites/forbescoachescouncil/2021/06/24/14-important-benefits-of-a-more-diverse-leadership-team/?sh=6fa80d431f9b>

Hiring (and Keeping) Diverse Talent Is Easier with These 3 Proven Steps by Julie Kratz

<https://www.entrepreneur.com/growing-a-business/3-proven-ways-to-hire-and-keep-diverse-talent/450471>

Why you need a Diversity and Inclusion Expert to be Involved in the Layoff Decision-Making Process by Jyl Feliciano

<https://www.entrepreneur.com/leadership/why-deib-teams-should-be-involved-in-layoff-decisions/450758>

4 Ways Inclusive Leaders Can Respond to the Weaponizing of DEI by Chuck H. Shelton

<https://www.entrepreneur.com/growing-a-business/4-ways-inclusive-leaders-can-respond-to-the-weaponizing-of/448939>

How DE&I Evolved in the C-Suite by SHRM

<https://www.shrm.org/executive/resources/articles/Pages/evolving-executive-dei-diversity-c-suite.aspx>

How Emotionally Intelligent Leaders Respond In The Face Of Tragedy by Eugene Dilan, Psy.D.

<https://www.forbes.com/sites/forbescoachescouncil/2022/06/28/how-emotionally-intelligent-leaders-respond-in-the-face-of-tragedy/?sh=387870f32aad>

3 Actions for Leaders to Improve DEI in the Workplace by Natasha Jamal & Teresa Tschida

<https://www.gallup.com/workplace/348266/actions-leaders-improve-dei-workplace.aspx>

How company leaders can promote racial justice in the workplace by Stephanie J. Creary

<https://www.strategy-business.com/article/How-company-leaders-can-promote-racial-justice-in-the-workplace?gko=8e2ac>

How to Promote Racial Equity in the Workplace: A Five-Step Plan by Robert Livingston

<https://hbr.org/2020/09/how-to-promote-racial-equity-in-the-workplace>

How to Hold Your Company Accountable to Its Promise of Racial Justice by Rebecca Knight

<https://hbr.org/2020/12/how-to-hold-your-company-accountable-to-its-promise-of-racial-justice>

Racial Justice by Asian American Advancing Justice

<https://www.advancingjustice-aaajc.org/racial-justice>

6 Ways Organizations Can Combat Racial Inequality from Within by Caron Cone

<https://www.adp.com/spark/articles/2020/07/6-ways-organizations-can-combat-racial-inequality-from-within.aspx>

Building an Anti-Racist Workplace by Time's UP

<https://timesupfoundation.org/work/equity/guide-equity-inclusion-during-crisis/building-an-anti-racist-workplace/>

In the fight for racial justice, Native stories should not be ignored by Ivan Natividad

<https://news.berkeley.edu/2020/09/25/in-the-fight-for-racial-justice-native-stories-should-not-be-ignored/>

Confronting Prejudice: How to Protect Yourself and Help Others.

OnlinePsychology@Pepperdine, the Online Master of Psychology program from Pepperdine University.

<https://onlinegrad.pepperdine.edu/blog/prejudice-discrimination-coping-skills/>

Resources for Executives

Video:

The Origin of Race in the USA by PBS <https://www.youtube.com/watch?v=CVxAlmAPHec>

Let's get to the root of racial injustice by Megan Ming Francis

<https://www.youtube.com/watch?v=-aCn72iXO9s>

Race the Power of an Illusion: Story We Tell: Race, Slavery, Settler Colonialism & American History By UC Berkeley <https://www.youtube.com/watch?v=S0nkhf6YPeg&t=15s>

What White People can do to Move race Conversations by Caprice Hollins TEDxSeattle

<https://youtu.be/7iknxhxEn1o>

"A Seat at the table" Isn't the Solution for Gender Equity by Lilly Singh TED

<https://youtu.be/9EBks2kE7uk>

Podcasts:

Code Switch Screams And Silence Podcast From NPR

<https://www.npr.org/2021/03/23/980437156/screams-and-silence>

Addressing The Recent Anti-Asian Attacks

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast/episode-08-addressing-recent-anti-asian-attack%E2%80%AA>s

"The Diversity Gap" - Hosted by Bethaney Wilkinson, exploring diversity, equity, and inclusion in the workplace. <https://www.thediversitygap.com/podcast>

"Code Switch" - A podcast from NPR discussing race and identity issues.

<https://www.npr.org/sections/codeswitch/484785516/the-code-switch-podcast>

"Unlocking Us" - Hosted by Brené Brown, covers a range of topics including vulnerability, shame, and diversity. <https://brenebrown.com/podcast-show/unlocking-us/>

"Leading with Empathy & Allyship" - A podcast by Melinda Briana Epler, discussing leadership, empathy, and inclusion <https://empovia.co/podcast/>

Books:

Readings for diversity and social justice by Maurianne Adams, Professor Emerita, Social Justice in Education Program at the University of Massachusetts

WHAT IF? By Steve L. Robbins PhD

***The Diversity Advantage: Fixing Gender Inequality in the Workplace* by Ruchika Tulshyan**

***Blindspot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald**

***The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off* by Mark Kaplan and Mason Donovan**

***The Memo: What Women of Color Need to Know to Secure a Seat at the Table* by Minda Harts**

Tools and Training:

Asian American Racial Justice Tool Kit

https://www.apalanet.org/uploads/8/3/2/0/83203568/asian_american_racial_justice_toolkit.pdf

Dismantling Racism Works Web Workbook

<https://www.dismantlingracism.org/>

Resources for HR Leaders

Articles:

Ask the DEI Expert: How HR Can Combat Structural Racism by Sara Forner Howland

<https://brilliantink.com/brilliant-blog/ask-the-dei-expert-how-hr-can-combat-structural-racism>

4 Lessons in Diversity, Belonging & Brave Leadership from ALI Conference by Ann Melinger

<https://brilliantink.com/brilliant-blog/lessons-in-diversity-belonging-brave-leadership-4-takeaways-from-ali>

How Business Leaders Can Build a More Equitable Workforce by Deloitte

<https://hbr.org/sponsored/2021/05/how-business-leaders-can-build-a-more-equitable-workforce>

'Hiring more diverse people isn't enough': 4 things to really focus on to promote racial equity in 2021 by Bernard Banks

<https://www.cnbc.com/2020/12/16/hiring-more-diverse-people-isnt-enough-how-managers-ceos-can-promote-racial-equity-in-2021.html>

50+ Ideas for Cultivating Diversity and Inclusion at Your Company by Jennifer Kim

<https://www.linkedin.com/business/talent/blog/talent-acquisition/ideas-for-cultivating-diversity-and-inclusion>

Native Americans and the racial reckoning by Susan Smith Richardson

<https://publicintegrity.org/inside-publici/newsletters/the-moment/native-americans-and-the-racial-reckoning/>

What so many get wrong about racism in the workplace by Amy Rigby

<https://www.fingerprintforsuccess.com/blog/racism-in-the-workplace>

How U.S. Companies Can Support Employees of Color Through the Pandemic by Laura Morgan Roberts, Courtney L. McCluney, Erin L. Thomas, and Michelle Kim

https://hbr.org/2020/05/how-u-s-companies-can-support-employees-of-color-through-the-pandemic?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&deliveryName=DM84811

"Why Diversity Programs Fail" by Frank Dobbin and Alexandra Kalev (Harvard Business Review)

<https://hbr.org/2016/07/why-diversity-programs-fail>

"How to Be an Ally to Your LGBTQ Coworkers" by Molly Sprayregen (The Muse)

<https://www.themuse.com/advice/3-ways-to-be-a-better-lgbtq-ally-in-the-office>

"How to Manage a Diverse Team" Forbes

<https://www.forbes.com/sites/rsmdiscovery/2019/10/04/how-to-effectively-manage-your-diverse-team/?sh=33c1fb0a2f11>

"5 Strategies to Infuse D&I into Your Organization" by Gena Cox and David Lancefield

<https://hbr.org/2021/05/5-strategies-to-infuse-di-into-your-organization>

Videos:

Color blind or color brave? By Mellody Hobson

https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?language=en

The equity imperative: The need for business to take bold action now by Deloitte US

<https://www.youtube.com/watch?v=pZ-aLbFMD7g&t=54s>

RELX ERG Conference panel: How 2020 changed the dialogue and led to action

<https://www.youtube.com/watch?v=8Ka65ka6Z68&t=54s>

"The Urgency of Intersectionality" by Kimberlé Crenshaw TEDWomen 2016

https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?utm_campaign=tod-spread&utm_medium=referral&utm_source=todcomshare

Resources for HR Leaders

“The Power of Privilege” by Tiffany Jana TEDxRVAwomen2013

<https://youtu.be/Ne9GgrzROVA>

“Racism Has a Cost for Everyone” by Heather C. McGhee TED Talk

<https://youtu.be/eaCrsBtiYA4>

“Why Gender Equality is Good for Everyone-Men Included” by Michael Kimmel TEDTalk

<https://youtu.be/7n9IOH0NvyY>

“The Danger of a Single Story” by Chimamanda Ngozi Adichie

<https://youtu.be/LmjKUDo7gSQ>

Podcasts:

How can leaders build inclusion, equity, and diversity? By HR Trends

<https://www.unum.com/employers/hr-trends/podcast/episode-15-inclusion-and-diversity>

Recognizing and rooting out racism: Advice for leaders Hosted by Neil Amato

<https://www.journalofaccountancy.com/podcast/recognizing-and-rooting-out-racism-advice-for-cpa-leaders.html>

What Black Leaders Bring to the Table. Author Chad Sanders outlines the benefits that marginalized people, operating with authenticity, offer in business.

<https://hbr.org/podcast/2021/03/what-black-leaders-bring-to-the-table>

“The Talent Angle” - Hosted by Scott Engler <https://www.scottenglerleadership.com/resources-1>

“The Equity Matters Podcast”

<https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVhbnBvZGJlYW4uY29tL2VxdWl0eW1hdHRlcnMvZmVlZC54bWw>

“HR Happy Hour- Inclusion Crusade” <https://www.hrhappyhour.net/shows/inclusion-crusade/>

“The DEI Collective Podcast” <https://www.ericacourdae.com/podcast>

“Into America” <https://podcasts.apple.com/us/podcast/into-america/id1499906821>

Books:

***Inclusive Conversations: Fostering Equity, Empathy, and Belonging Across Differences* by Mary-Frances Winters**

***Building an Inclusive Organization: Leveraging the Power of a Diverse Workforce* by Stephen Frost and Raafi-Karim Alidina**

***The Diversity and Inclusion Revolution: Eight Powerful Truths* by Sondra Thiederman**

***The Leader's Guide to Unconscious Bias: How To Reframe Bias, Cultivate Connection, and Create High Performing Teams* by Pamela Fuller & Mark Murphy with Anne Chow**

***Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams* by Stefanie K. Johnson**

Tools and Training:

National Diversity Council <https://nationaldiversitycouncil.org/>

Coursera- free online courses: “Culture-Driven Team Building Specialization”

<https://www.coursera.org/specializations/team-building>

“Optimizing Diversity on Teams” <https://www.coursera.org/learn/diverse-teams>

Resources for Employees

Articles:

Diversity, Inclusion, and Equity Through Mindfulness by Devin Hughes

<https://www.td.org/insights/diversity-inclusion-and-equity-through-mindfulness>

Try These Tips to Create an Inclusive and Happy Workplace by Devin Hughes

<https://www.td.org/insights/try-these-tips-to-create-an-inclusive-and-happy-workplace>

How Racism Causes Mental Health Problems by Sunshine Behavioral Health

<https://www.sunshinebehavioralhealth.com/mental-health-issues-facing-the-black-community/>

11 Actions Toward Anti-Racism in the Office — and On Your Own by UC Davis Office of the Vice Chancellor for Diversity, Equity, and Inclusion

<https://diversity.ucdavis.edu/being-ally-requires-being-anti-racist>

When and How to Respond to Microaggressions by Ella F. Washington, Alison Hall Birch, and Laura Morgan Roberts

<https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>

Coping with Racial Trauma by The University of Georgia, Department of Psychology

<https://www.psychology.uga.edu/coping-racial-trauma>

Podcasts:

“Code Switch” <https://www.npr.org/podcasts/510312/codeswitch>

“The Diversity Gap” <https://www.thediversitygap.com/podcast>

“1619” https://1619.simplecast.com/episodes/episode-1-the-fight-for-a-true-democracy-Ye_Tvk17

“Unlocking Us” - Hosted by Brené Brown <https://brenebrown.com/podcast-show/unlocking-us/>

“Black History Year” <https://podcasts.apple.com/us/podcast/black-history-year/id1471015571>

Videos:

This is my story: Short video stories about being Black in America, from LeVar Burton

<https://www.youtube.com/watch?v=MsGIBNDf64c>

Implicit Bias by McCombs School of Business <https://www.youtube.com/watch?v=OoBvzI-YZf4>

“The Danger of a Single Story” by Chimamanda Ngozi Adichie (TED Talk)

<https://youtu.be/LmjKUDo7gSQ>

“The Urgency of Intersectionality” by Kimberlé Crenshaw (TED Talk)

<https://youtu.be/akOe5-UsQ2o>

“Unconscious Bias: Stereotyping without Intention” by Howard Ross (TEDx Talk)

<https://youtu.be/aOyEIZ5kXw0>

“How to Overcome Our Biases? Walk Boldly Toward Them” by Verna Myers (TED Talk)

https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare

“Racism is Real” by Jane Elliott (Blue Eyes/Brown Eyes Exercise) <https://youtu.be/jPZEJHJPwlw>

“The 1619 Project” - by Nikole Hannah-Jones <https://youtu.be/QwvyRSJLoYU>

Tools and Training:

Assess Your Implicit Bias: Harvard’s Project Bias offers an online assessment tool to measure implicit bias. Take it more than once for a more complete picture.

<https://implicit.harvard.edu/implicit/takeatest.html>

Resources for Employees

Books:

Anti-Racism Resources: Extensive list of books recommended by Brené Brown's community.

<https://brenebrown.com/library/>

White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo
So You Want to Talk About Race by Ijeoma Oluo

Blindspot: Hidden Biases of Good People by Mahzarin R. Banaji and Anthony G. Greenwald

Diversity, Equity, & Inclusion Consulting

Katie Dykstra

Owner

KD Workforce

Katie@KDWorkforce.com

<https://www.kdworkforce.com/>

Graci Harkema

Owner

Graci LLC, Diversity, Equity &
Inclusion Consulting

graci@gracillc.com

<https://graciharkema.com/>

Sandy Harvey

President & CEO

Exodus Consulting Group, LLC

P: 833-939-6387

<https://www.exodusconsultinggroup.com>

Devin Hughes

Chief Innovation Officer/Founder

Devin C. Hughes, Inc.

888-964-1113

devin@devinchughes.com

<https://www.devinchughes.com>

Resource Groups

AFL-CIO – <https://www.aflcio.org>

The American Federation of Labor–Congress of Industrial Organizations (AFL-CIO) is the voluntary federation of America's unions, representing more than 13 million working women and men nationwide.

Alliance for Justice - <https://www.afj.org>

The Alliance for Justice is a national association of environmental, civil rights, mental health, women's, children's, and consumer advocacy organizations.

American Association for Access, Equity, and Diversity - <https://www.aaaed.org>

The American Association for Access, Equity, and Diversity is the association of professionals managing affirmative action, equal opportunity, diversity, and other human resource programs.

Resource Groups

American Bar Association (ABA) - <https://www.americanbar.org>

The ABA fulfills their role by: raising and addressing often complex and difficult civil rights and civil liberties issues in a changing and diverse society, and ensuring that protection of individual rights remains a focus of legal and policy decisions.

<https://www.americanbar.org/groups/crsj/>

American Civil Liberties Union - <https://www.aclu.org>

The ACLU dares to create a more perfect union — beyond one person, party, or side. Our mission is to realize this promise of the United States Constitution for all and expand the reach of its guarantees.

Anti-Defamation League - <https://www.adl.org>

The Lawyers Division is a group of prominent New York lawyers, committed to realization of the objectives and policy goals of the ADL. Our mission is as follows: To stop the defamation of the Jewish people and to secure justice and fair treatment to all citizens alike.

Asian Pacific Environmental Network - <http://apen4ej.org/who-is-apen/#History>

Asian Pacific Environmental Network is an environmental justice organization with deep roots in California's Asian immigrant and refugee communities. Since 1993, we've built a membership base of Laotian refugees in Richmond and Chinese immigrants in Oakland. Together, we've fought and won campaigns to make our communities healthier, just places where people can thrive.

CAAAV: Organizing Asian Communities - <https://caav.org/>

CAAAV Organizing Asian Communities works to build grassroots community power across diverse poor and working class Asian immigrant and refugee communities in New York City. Founded in 1986 by Asian working class women alarmed by the spike of hate violence on Asian communities and its root causes stemming from institutional racism in the United States.

Center for the Healing of Racism - <https://www.centerhealingracism.org>

Our Mission is to facilitate the healing of racism through education and dialogue in a safe and supportive environment, in order to empower individuals and transform communities.

Crossroads Antiracism Organizing & Training - <https://www.crossroadsantiracism.org>

The mission of Crossroads Antiracism Organizing & Training is to dismantle systemic racism and build antiracist multicultural diversity within institutions and communities, implemented primarily by training institutional transformation teams.

Department of Labor - <https://www.dol.gov/agencies/vets/employers/hire>

Guidance on how to hire a veteran.

Filipino Advocates for Justice - <http://filipinos4justice.org/>

Filipino Advocates for Justice's mission is to build a strong and empowered Filipino community by organizing constituents, developing leaders, providing services, and advocating for policies that promote social and economic justice and equity.

Freedom Inc. - <https://www.freedom-inc.org/>

Freedom, Inc. is a Black and Southeast Asian non-profit organization that works with low-

Resource Groups

to no-income communities of color. Our mission is to achieve social justice through coupling direct services with leadership development and community organizing that will bring about social, political, cultural, and economic change resulting in the end of violence against women, gender-non-conforming and transgender folks, and children within communities of color.

Hispanic Federation - <https://hispanicfederation.org/getthejobdonecoalition/>

The Hispanic Federation works locally and nationally to empower millions of Latino children, youth, and families through three essential service pillars: increasing the capacity of Hispanic grassroots organizations, advocating for social justice, and providing direct programs that transform communities.

Korean Resource Center - <https://www.krcla.org/>

The Korean Resource Center is a non-profit community organization empowering low-income, immigrants, Asian Americans and Pacific Islanders, and people of color communities in Southern California. Using a holistic approach, we integrate services, education, culture, organizing, and coalition building.

Leadership Conference on Civil Rights/Leadership Conference Education Fund

<https://www.civilrights.org>

Civilrights.org's mission is to empower the civil rights community to lead the fight for equality and social justice in the emerging digital society through the establishment of an online social justice network. Civilrights.org leverages communications technologies to create an online society committed to the continued pursuit of equality and fostering greater understanding and mutual respect for difference.

Learning for Justice - <https://learningforjustice.org>

Learning for Justice seeks to uphold the mission of the Southern Poverty Law Center: to be a catalyst for racial justice in the South and beyond, working in partnership with communities to dismantle white supremacy, strengthen intersectional movements and advance the human rights of all people.

Lawyer's Committee for Civil Rights Under Law - <https://www.lawyerscommittee.org>

The Lawyers' Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization, was formed in 1963 at the request of President John F. Kennedy to involve the private bar in providing legal services to address racial discrimination. The Committee's major objective is to use the skills and resources of the bar to obtain equal opportunity for minorities by addressing factors that contribute to racial justice and economic opportunity. Given our nation's history of racial discrimination, de jure segregation, and the de facto inequities that persist, the Lawyers' Committee's primary focus is to represent the interest of African Americans in particular, other racial and ethnic minorities, and other victims of discrimination, where doing so can help to secure justice for all racial and ethnic minorities.

NAACP - <https://www.naacp.org>

The primary focus of the NAACP continues to be the protection and enhancement of the civil rights of African Americans and other minorities. Membership, the lifeblood of the Association, is open to anyone believing in the basic tenets of the NAACP.

Resource Groups

NAACP Legal Defense and Educational Fund – <https://www.naacpldf.org>

For more than half a century, LDF has used the law as a powerful tool to pry open doors of opportunity long closed to African Americans, other people of color, women, and the poor.

National Civic League - <https://www.nationalcivicleague.org>

The National Civic League (NCL) is a 107-year-old non-profit, non-partisan organization dedicated to strengthening citizen democracy by transforming democratic institutions.

National Urban League – <https://www.nul.org>

The National Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream.

Native American Rights Fund - <https://narf.org>

The Native American Rights Fund mission is the preservation of tribal existence, the protection of tribal natural resources, the promotion of human rights, the accountability of governments, the development of Indian law, and educating the public about Indian rights, laws, and issues.

Native Justice Coalition - <https://www.nativejustice.org/mission>

The Native Justice Coalition was formed in 2016 with the intent of being a platform for healing, and social and racial justice for all Native American people. Our goal is to provide a safe and nurturing platform for Native people based in an anti-oppression framework. We seek to collaborate first and foremost with tribal governments, Native American non-profits, and other Native American led community organizations. Our goal is to bring resources, initiatives, and programming into our tribal communities that are creative, engaging, and transformative.

Neighborhood Funders Group - <https://www.nfg.org>

Our staff and board are former and current grant makers, organizers, and advocates bringing funders together to support racial, economic, gender, and climate justice movements.

<https://www.nfg.org/about-us/who-we-are>

Project Equality - <https://projectequality.org>

Project Equality Inc. is a national program sponsored by religious, non-profit, and for-profit organizations, to assist employers to achieve equal employment opportunities for all people.

Race Forward

<https://www.raceforward.org>

Race Forward, founded in 1981 as the Applied Research Center, has worked to dismantle structural racism by building collective community power and transforming institutions.

Rainbow/PUSH Coalition – <https://www.rainbowpush.org>

The National Rainbow/PUSH Coalition (RPC) is a multiracial, multi-issue, international membership organization founded by Rev. Jesse L. Jackson, Sr. We're working to move the nation and the world toward social, racial, and economic justice. From our national headquarters in Chicago and a bureau in Washington, D.C., we're uniting people of diverse ethnic, religious, economic, and political backgrounds to make America's promise of "liberty and justice for all" a reality.

Resource Groups

Society For History And Racial Equity - <https://www.sharekazoo.org>

SHARE has a dual mission of educating the community on the importance of our region's African American heritage and fostering connections and conversations on race and providing awareness of racism and the broad societal benefits of its elimination. We engage in the research and documentation of the history of African Americans in Kalamazoo, as well as acting as a clearinghouse for information on activities and services in our region that center on racial equity.

Tahirih Justice Center - <https://www.tahirih.org>

We engage in national and local policy advocacy, elevating our clients' voices and transforming laws and policies to foster lasting social change.

The Action Network - <https://www.actionnetwork.org/groups/racial-justice-action-center>

The Racial Justice Action Center (RJAC) builds the grassroots leadership, power, and capacity of marginalized communities to win political, economic, and social transformation in the Atlanta Metro Area. We engage in Transformative Organizing, which includes intensive leadership development, strategic campaigns, policy advocacy, and movement building in order to advance a vision of a radically restructured society where justice exists for all people.

The Urban Institute - <https://www.urban.org>

The Urban Institute is a non-profit, nonpartisan policy research and educational organization established to examine the social, economic, and governance problems facing the nation.

U.S. Commission on Civil Rights - <https://www.usccr.gov>

Established as an independent, bipartisan, fact-finding federal agency, and created by the Civil Rights Act of 1957, the mission of the U.S. Commission on Civil Rights is to inform the development of national civil rights policy and enhance enforcement of federal civil rights laws. We pursue this mission by studying alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability, or national origin, or in the administration of justice. We play a vital role in advancing civil rights through objective and comprehensive investigation, research, and analysis on issues of fundamental concern to the federal government and the public.

Diversity Talent & Development Orgs.

Black/African American

Afro Tech – <https://afrotech.com>

Executive Leadership Council (ELC) – <https://www.elcinfo.com/about-the-council>

National Black MBA Association – <https://nbmbaa.org>

National Urban League – <https://nul.org>

National Sales Network – <https://www.salesnetwork.org>

Disabilities

Ability-Go – <https://www.ability-go.com>

Disability Scoop – <https://www.disabilityscoop.com>

Disability:In – <https://disabilityin.org>

Our Ability – <https://www.ourability.com>

Partnership on Inclusive Apprenticeship (PIA)- Dept of Labor –
<https://www.dol.gov/agencies/odep/program-areas/apprenticeship/pia>

Hispanic/LatinX

Association of Latino Professionals in Finance and Accounting (ALPFA) – <https://www.alpfa.org>

Hispanic Alliance for Career Enhancement (HACE) – <https://www.haceonline.org>

Prospanica – <https://prospanica.org>

TechLatino – <https://techlatino.org>

Techqueria – <https://techqueria.org>

LBGTQ+

LGBT Tech – <https://www.lgbttech.org>

National LGBT Chamber of Commerce – <https://nglcc.org>

Out in Tech – <https://outintech.com>

Military

Bridge My Return – <https://www.bridgemyreturn.com>

Honor Foundation – <https://www.honor.org>

Recruit Military – <https://recruitmilitary.com/employers>

Women

AnitaB – <https://anitab.org>

Fairy God Boss – <https://fairygodboss.com>

Power to Fly – <https://powertofly.com/about>

Women Impact Tech – <https://womenimpacttech.com>