

**ROC -ATD Diversity, Equity, and Inclusion Time-Line**

* **December 2020, Stanley Byrd joined as a Board member as VP- ROC-ATD DEI**
* **March 9, 2021, Stanley facilitated a discussion of launching our Board DEI work at the ROC ATD Chapter Board Meeting (see PPT); that aligned the future activities with the Talent Development Capability Model.**
* **June 22, 2021- Part I DEI Kick-off -ROCATD Diversity, Equity, & Inclusion book discussion-*How to Be an Anti-Racist*** by Ibram X. Kendi
* **June 29, 2021-Part II- DEI Kick-off-Discussion of DEI Best Practices for ‘facilitating difficult topics’ based on how Dr. Byrd facilitated the discussion of *How to Be an Anti-Racist* book.**
* **July 2021, Dr. Byrd reached out to ATD members to form a workgroup to assist with creating general DEI programming and content for DEI CoP. Mission statement and Charge statement development.**
* **October 20, 2021-** ROC -ATD Mini-Conference: *Forging Ahead with Workforce & Talent Development*
	+ Category: Workforce & Talent Development-Embracing DEI

StanleyByrd, Key Note*: Equitable and Inclusive Leadership is a Requirement!*

* **April 14, 2022** – Community Kick-off- ROC-ATD Diversity, Equity, & Inclusion CoP!
* **June 8, 2022**- Introduction of Diversity, Equity, & Inclusion CoP Inclusion Lab Series! Part 1- *Explore inclusive language* and how it is critical to fostering innovation, purpose, and belonging across organization communications, talent processes, and supporting systems.
* **August 25, 2022**-Inclusion Lab Series III: *Equity Focus in Policy Revision and Development*
* **October 6, 2022**- Inclusion Lab Series Part III: *Equity Focus in Instructional Design + Delivery Methods*

**Next steps:**

1. DEI Workgroup will plan 1-2 Learning Labs per year (as a member benefit)
2. Work with the VP of Programming to continue other DEI Offerings as a membership benefit
3. Develop DEI Content for the Spring mini-conference

**ROCATD ROCTalent Mini-conference event. October 20, 2021**

**Forging Ahead with Workforce & Talent Development**

If you missed our April mini-conference focused on our ATD Competency Model, be sure not to miss this one.  Our conference will focus on current trends and best practices for workforce and talent development in post COVID times.  There will be two keynote presenters and a panel of experts from local organizations who will share their expertise.  Similar to our April event, there will be plenty of time for networking and discussing session information in small groups.  Bring your TD/HR colleagues and use the time to discuss how you can integrate ideas presented into your current organizational processes/programs.

**Workforce & Talent Development - Embracing DEI**

Equitable and Inclusive Leadership is a Requirement!

In this evolving landscape of political, social, and ever-shifting pandemic response, diversity, equity, inclusion, and belonging (DEIB) is no longer the sole proprietor of a few practitioners and subject matter experts. Resistance often arises around the importance of such efforts as many businesses and organizations continue to struggle with surviving.   The critical question becomes whether the work of diversity, equity, inclusion, and belonging remains a priority. Research is showing that it is not only necessary right now but even more vital. Inclusive leadership is a defining dynamic that will separate those companies and agencies that will successfully survive from those that will not.

Talent and development practitioners must think intentionally about what it means to enter into these new spaces with a deep understanding of supporting inclusive leadership. Talent and development efforts can significantly transform how companies see equitable and inclusive leadership from a nice-to-have to a must-have as a critical and required leadership competency moving forward.

Talent development, organizational development practitioners, and human resource professionals must engage in self-reflection and self-interrogation to strengthen their understanding, commitment, and service to our diverse customers, clients, and organizations.

**Learning Outcomes:**

1.      Increase understanding of key traits of inclusive practitioners and thought leaders

2.      Increase self-awareness of these traits through self-reflection and self-interrogation

3.      Create a foundation for a readiness plan for your personal and professional development

**ROC ATD DEI Community of Practice Kick Off- April 14, 2022**

In support of ROC-ATD’s commitments to DEI we invite you to join the newly created ROC-ATD DEI Community of Practice kick off session hosted by ROC-ATD Vice President of Diversity, Equity and Inclusion Stanley Byrd who will introduce the new community of practice mission and vision and introduce how Learning and Development plays a critical role in delivering diversity, equity and inclusion outcomes.

Come join your fellow ROC-ATD members using breakout discussions to share your organization’s L&D experiences and best practices in helping build diverse, equitable and inclusive organizations.

Leveraging the power of this new community together we can foster and build our respective learning organizations ability to serve as a key workforce enabler that helps builds more inclusive and equitable cultures.

Here are a couple of links to articles we will use to jump start our discussion:

* 8 Powerful Truths About Equity and Inclusion ([Wall Street Journal](https://urldefense.com/v3/__https%3A/deloitte.wsj.com/articles/8-powerful-truths-about-diversity-and-inclusion-1520571731__;!!CGUSO5OYRnA7CQ!J_-pADhLC01QZg-SdPED6mc3Eqdo-KyczSbbCMmCb7rG3o8L7F2hmxJGeKW_49CAVgyo2H6a$))
* A holistic DEI Learning Strategy for an Inclusive Workforce ([Deloitte](https://urldefense.com/v3/__https%3A/www2.deloitte.com/us/en/blog/human-capital-blog/2021/inclusive-workplace-with-unconscious-bias-training.html__;!!CGUSO5OYRnA7CQ!J_-pADhLC01QZg-SdPED6mc3Eqdo-KyczSbbCMmCb7rG3o8L7F2hmxJGeKW_49CAVtd3plTY$))

**DEI Community of Practice-June 8, 2022**

**Inclusion Lab Series-Part I**

Thank you to those who participated in the new ROC-ATD DEI Community of Practice kick off last month! We appreciated the active dialogue and sharing of ideas on what would bring value for you as continued participants.

Based on what we learned, we’re excited to introduce our Inclusion Lab Series. These sessions are designed for us to work together as a community to design a rubric to help inform how we apply inclusive language within the organizations we support.

During this first lab, we will explore inclusive language and how it is critical to fostering innovation, purpose, and belonging across organization communications, talent processes, and supporting systems.

The following are links to a couple of articles we will use to jump start our discussion:

* How to Make Your Organization’s Language More inclusive [(](https://www.diversitycenterneo.org/about-us/pronouns/)[Link](https://urldefense.com/v3/__https%3A/www.diversitycenterneo.org/about-us/pronouns/__;!!CGUSO5OYRnA7CQ!IIDLUoBWJc43t2m1q6PtYPh-S_PrJRDuyUXnwHCK1f9qxBD8YDBxN6__TxB2rWSwAOCZMAEU$))
* Words matter: How inclusive language creates a sense of belonging in the workplace [(](https://www.icaew.com/insights/Diversity-and-Inclusion/welcome-inclusion/Words-matter-How-inclusive-language-creates-a-sense-of-belonging-in-the-workplace)[Link](https://urldefense.com/v3/__https%3A/www.icaew.com/insights/Diversity-and-Inclusion/welcome-inclusion/Words-matter-How-inclusive-language-creates-a-sense-of-belonging-in-the-workplace__;!!CGUSO5OYRnA7CQ!JrRS4N09gm8Oiuu2txGryQbpEz8MYZxvrPM8iIX58lOsFnbtahgioprTs8QbxabBYj-OfVSS$))

**DEI Community of Practice-August 25, 2022**

**Inclusion Lab Series II: Equity Focus in Policy Revision and Development**

An equity focus in policy recognizes the need to eliminate disparities in workplace experiences from traditionally underserved, marginalized, and underrepresented populations in the workplace. The short-term goal of this DEI Learning Lab series is to provide the foundational understanding and hands-on experience for accessing policies through an equity and inclusion lens. The long-term goal is a practitioner-created equity assessment tool.

An equity lens is a process for analyzing or diagnosing the impact of the design and implementation of policies on traditionally under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers. A protocol for policy review provides a structure for institutionalizing the consideration of equity in the process of making, implementing, and assessing policy.

This lab will provide the opportunity to Practice Assessing several policy’s purposes, equity, and inclusiveness:

* What does the policy aim to do? Does the policy indicate who is to benefit? Who is left out?
* Uncover policy assumptions: What are the taken-for-granted assumptions made about employees and institutions within the policy?
* In what ways might the taken-for-granted assumptions impact equity?
* How do we make equity intentional rather than accidental?
* Invite reflection on the ways that institutional policies can advance equity.

**DEI Community of Practice-October 6, 2022**

**Inclusion Lab Series III: Equity Focus in Instructional Design + Delivery Methods**

Including an equity-focus into our instructional design and delivery models can help eliminate disparities in the experience of traditionally underserved, marginalized, and underrepresented populations in the workplace. The short-term goal of this Inclusion Lab is to provide a platform to explore the components for designing and delivering training content through an equity and inclusion lens. The long-term goal is a practitioner-created equity assessment tool.

This lab will provide the opportunity to explore ways to foster belonging in our learning environments by:

* Identifying and removing any stereotypes and/or unconscious bias within our instructional design and content delivery methods
* Intentionally encouraging representation, access, and engagement in learning, including accommodating varying abilities
* Considering ways in which instructional design and training can advance equity