

# Beyond the Acknowledgement

## Resource Guide

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# Thanks for showing up.

You can find a recording of the webinar [here](#).

Share your takeaways and feedback with us [here](#).

**[bit.ly/beyondally](https://bit.ly/beyondally)**

# Cheat Sheet

- ✓ **Hard truths**  
Have you researched and educated yourself on the current state and history of DEI and anti-racism work? What are some hard truths that exist at your company? How can you elevate and accept those to make a personal commitment to this work and drive a more targeted plan for change?
- ✓ **Plans (point-in-time & multi-year)**  
Do you have plans in place to “stay ready?” Is there an Incident Response plan/team *and* a comprehensive D&I Strategy at your company? Are the right stakeholders?
- ✓ **Existing frameworks to utilize**  
How might you apply agile principles or other widely-adopted practices at your organization to better integrate this work into your businesses?



# Cheat Sheet, Cont'd

- ✓ Helpful / not helpful

Are you setting yourself up for success by pulling in expert practitioners? Are you following research-based best practices or are you winging it?

- ✓ Aligning influence to action

How are you uniquely positioned to drive systemic change within your peer group, team, or across your company? How will you plan to leverage your unique skills, connections and privilege?

- ✓ Next steps

What is your plan? What is the first next step you can take in in order to achieve your goals? Are you clear on what you're solving for?



# Let's Review

## Put in the work.

Don't expect this to be spoon fed or easy.

## Focus on people and policy.

We do this for the people. Policy changes the lives of people.

## Have a plan.

Treat this like any core business strategy.

## Paralysis is no longer an excuse.

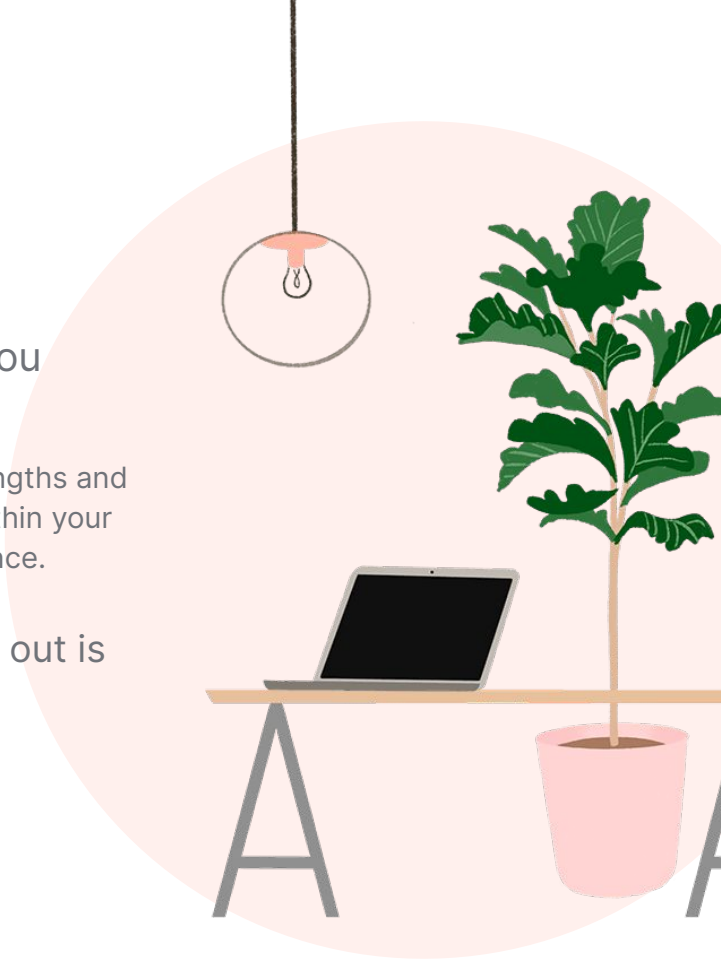
The information and best practices out there.

## Give what you can.

Utilize your strengths and drive change within your sphere of influence.

## The only way out is through.

No shortcuts.



# Additional Resources

## DEI Research & Best Practices

- ✓ [Diversity Wins: How Inclusion Matters, Mckinsey](#)
- ✓ [Tech Leavers Study, Kapur Center](#)
- ✓ [Project Aristotle Research, Google](#)
- ✓ [From diversity to inclusion, Deloitte](#)
- ✓ [D&I Crisis Response Guide](#)
- ✓ [Allyship Guide, Kroger](#)



# Additional Resources

## Books

- ✓ How To Be An Antiracist, Ibram X. Kendi
- ✓ White Fragility: Why It's So Hard for White People to Talk About Racism, Robin DiAngelo
- ✓ The New Jim Crow, Michelle Alexander
- ✓ Between the World and Me, Ta-Nehisi Coates
- ✓ What Doesn't Kill You Makes You Blacker: A Memoir in Essays, Damon Young
- ✓ Women, Race & Class, Angela Davis
- ✓ Sister Outsider, Audre Lorde
- ✓ Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race, Beverly D. Tatum
- ✓ So You Want to Talk About Race, Ijeoma Oluo
- ✓ Antagonists, Advocates and Allies: The Wake-Up Call Guide for White Women Who Want to Become Allies With Black Women, Catrice Jackson



# Additional Resources

## Media

- ✓ Just Mercy (free to stream through June on Amazon Prime or Apple TV)
- ✓ 13th (Netflix)
- ✓ Get Out
- ✓ Time: The Kalief Browder Story (Netflix)
- ✓ When They See Us (Netflix)
- ✓ I Am Not Your Negro (Netflix)
- ✓ Paris is Burning (Netflix)
- ✓ The Black Power Mixtape (Netflix)





# Additional Resources

## Organizations

- ✓ [Black Visions](#)
- ✓ [BYP100](#)
- ✓ [National Action Network](#)
- ✓ [NAACP Legal Defense Fund](#)
- ✓ [Race Forward](#)
- ✓ [The Bail Project](#)
- ✓ [Color of Change](#)
- ✓ [Campaign Zero](#)
- ✓ [Assata's Daughters](#)



# Thanks!

We look forward  
to hearing from  
you.



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