

INCLUSION THEME CALENDAR 2023

July - September

MONTH	MANAGERS:	SOCIAL MEDIA CONTENT:	ALLY TIPS:	BLUE OCEAN BRAIN:	
<p>JULY</p> <p>Do You Feel Safe to Speak Up at Work?</p>	<p>BOOK:</p> <ul style="list-style-type: none"> • "Bias Interrupted" <p>READ:</p> <ul style="list-style-type: none"> • Intersectionality: The many layers of an individual • Crash Course: Intersectionality and Gender • Let's Get Practical: Language Matters <p>LISTEN:</p> <ul style="list-style-type: none"> • Mindfulness: An Asset in Today's World 	<p>VIEW:</p> <ul style="list-style-type: none"> • BOB Webcast: 7 Essentials for Creating Psychological Safety <p>DO:</p> <ul style="list-style-type: none"> • When Your Employee is Going Through a Personal Crisis • The Leadership Brief – Do You Feel Safe to Speak Up at Work? • Meeting in a Box - Supporting Parents in a Post-COVID World 	<p>What Is Psychological Safety?</p> <p>What Is Psychological Safety at Work?</p> <p>8 ways to create psychological safety in the workplace</p> <p>Why good leaders make you feel safe - Simon Sinek</p>	<p>Credit everyone. When sharing a research paper on social media, mentioning a team's project in a work meeting, or sharing how to be better allies tips like these from Karen Caitlin at Better Allies.com, be sure to credit everyone.</p>	<ol style="list-style-type: none"> 1. Do You Feel Safe to Speak Up at Work? 2. Diversity & Inclusion Capitalizing on Generational Strengths 3. Making Civility a Standard Practice 4. Psychological Safety in Hybrid Teams 5. Getting Better at Having Challenging Conversations
<p>AUGUST</p> <p>Psychological Safety: Communicating for Understanding</p>	<p>READ:</p> <ul style="list-style-type: none"> • Help Your Employees Be Themselves at Work • The Costs of Code-Switching • Five Reasons Why People Code-Switch <p>VIEW:</p> <ul style="list-style-type: none"> • The Power of Vulnerability • Are You Hiding your Identity at Work? 	<p>DO:</p> <ul style="list-style-type: none"> • The Leadership Brief – Measuring Trust Within Your Team • The Leadership Brief – The Importance of Feedback <p>VIEW:</p> <ul style="list-style-type: none"> • Kenji Yoshino: What should be asking ourselves? 	<p>Women's Equality Day (8/26)</p> <p>Supporting LGBTQ+ Workers Mental Health</p> <p>Psychological Safety – Amy C. Edmondson</p> <p>Psychological Safety At Work: Why It Matters And How To Create It</p>	<p>Steer clear of "ladies and gentlemen." Stop using the phrase, "ladies and gentlemen." Instead consider "distinguished guest" or "esteemed guest," or "everyone," which are all gender inclusive. Be vulnerable when you open conversations with colleagues with less power and privilege than you.</p>	<ol style="list-style-type: none"> 1. Psychological Safety: Communicating for Understanding 2. Unsolicited Commentary: Responding Well 3. That Not-So-Subtle Bias in the Workplace 4. Boosting Your Diversity Intelligence
<p>SEPTEMBER</p> <p>Appreciating Diversity: Celebrating National Hispanic Heritage Month</p>	<p>READ:</p> <ul style="list-style-type: none"> • Religious Diversity Checklist • Rosh Hashanah and Yom Kippur <p>VIEW:</p> <ul style="list-style-type: none"> • The danger of hiding who you are 	<p>LISTEN:</p> <ul style="list-style-type: none"> • Latino Hispanic Identities: Sharing Cultural Differences and Commonalities <p>DO:</p> <ul style="list-style-type: none"> • Meeting in a Box Hispanic Heritage Month 	<p>Hispanic Heritage (9/15 - 10/15)</p> <ul style="list-style-type: none"> • Meeting in a Box: Hispanic Heritage Month • 7 Groundbreaking Inventions by Latino Innovators <p>Rosh Hashanah (9/15 - 9/17)</p> <ul style="list-style-type: none"> • Rosh Hashanah: Dates, Traditions & History • Latino, Hispanic, Latinx, Chicano: The History Behind the Terms 	<p>Normalize parenting gaps in resumes. Allies, the next time you update your resume, CV, or LinkedIn profile, add any parenting leaves (and other professional breaks) you've taken over the years. Let's normalize doing so to reduce any stigma associated with career pauses.</p>	<ol style="list-style-type: none"> 1. Appreciating Diversity: Celebrating National Hispanic Heritage Month 2. Beyond Cultural Competence 3. Psychological Safety in Meetings: Honest Conversations 4. Psychological Safety & Highly Effective Teams