

Diversity, Equity & Inclusion Resource Guide

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Articles

General DEI Information

Virginia Employment Commission labor market information for Culpeper 10/4/2023
– [Profile \(virginiaworks.com\)](#)

[The Importance of Mixing Equity, Diversity, and Inclusion into Your Company’s DNA | U.S. Chamber of Commerce \(uschamber.com\)](#)

[A Business Guide to Diversity, Equity, and Inclusion | U.S. Chamber of Commerce \(uschamber.com\)](#)

[What is diversity in the workplace? | Greenhouse](#)

[Will The New MENA Category Help Or Hurt DEI Efforts? | LinkedIn](#)

[How diversity, equity, and inclusion \(DE&I\) matter | McKinsey](#)

Virginia’s Strategic Plan for Inclusive Excellence 2021-2025
[ONEVirginiaPlan-StateGov-OnlineDocV7.6-021021.indd \(ymaws.com\)](#)

[Diversity, Equity and Inclusion \(DEI\) Calendar for 2023 \(seniorexecutive.com\)](#)

Equity in HR & Workforce

[4 Visa Programs That Can Help Employers Solve Their Workforce Needs | U.S. Chamber of Commerce \(uschamber.com\)](#)

[From Day One | The Chief Diversity Officer Will Be a New Kind of Executive, If We Let Them](#)

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[How To Conduct An Equity Audit Of Your Organization | LinkedIn](#)

[Equality of Opportunity Initiative | U.S. Chamber of Commerce \(uschamber.com\)](#)

[4 Ways Leaders Can Achieve Equality of Opportunity | U.S. Chamber of Commerce \(uschamber.com\)](#)

[Setting Diversity Targets | Voice At The Table](#)

[The Evolution of HR and DE&I \(shrm.org\)](#)

[Watch Out for These 3 Gender Biases in Performance Reviews \(hbr.org\)](#)

[Preventing Proximity Bias in a Hybrid Workplace \(shrm.org\)](#)

[Fact Sheet: Disability Discrimination | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)

Books

[Blindspot – Hidden Biases in Good People – Mahzarin Banaji and Anthony Greenwald](#)

[Overcoming Bias: Building Authentic Relationships Across Differences – Tiffany Jana and Matthew Freeman](#)

[Everyone Leads: Building Leadership from the Community Up – Paul Schmitz](#)

[Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work – Ruchika Tulshyan](#)

[Diversity, Equity and Inclusion in the Workplace – Kim Wilson](#)

[We Will Not Cancel Us – Adrienne Marie Brown](#)

[Books Like Us: Diverse Voices \(arlingtonva.us\)](#)

Videos

[Chip Conley: What baby boomers can learn from millennials at work — and vice versa | TED Talk](#)

[Rosalind G. Brewer: How to foster true diversity and inclusion at work \(and in your community\) | TED Talk](#)

[Rocío Lorenzo: How diversity makes teams more innovative | TED Talk](#)

[Mentorship & Workplace Equity Takes Work | Janice Omadeke | TEDxGraceStreetWomen – YouTube](#)

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Interactive

[10 Diversity, Equity, and Inclusion \(DEI\) Activities for the Workplace \(teambuildingworld.com\)](#)

Harvard's Implicit Association Test

Measures unconscious attitudes and beliefs (implicit biases). Implicit bias is an automatic reaction we have towards other people. Personal identifying information is not collected. This link is provided for individual use. Feel free to share it. The Culpeper Chamber of Commerce and the DEI Advisory Council will not have access to any information entered.

[Take a Test \(harvard.edu\)](#)