



# FORUM



NOVEMBER 2015

## Career Opportunities

- **Advanced Atomization Technology** [Sr. Engineering Technician](#)
- **Advanced Atomization Technology** [Purchase Specialist](#)
- **Advanced Atomization Technology** [Manufacturing Engineer- Valve Met Set](#)
- **Advanced Atomization Technology** [Manufacturing Engineer- BrazeWeld](#)
- **Advanced Atomization Technology** [Commercial Business Team Leader](#)
- **IOMAXIS** [Information Assurance Engineer](#)

Want to post a job? [Click here](#)

## Upcoming Events

## News & Events

### Toptal Launches Scholarships For Female Developers



[Toptal](#), the world's leading network of elite freelance software developers, today announced *Toptal Scholarships for Female Developers*, a program to support and empower women aspiring to become professional software engineers. As part of its commitment towards forming the strongest core engineering teams and engineering talent network possible, Toptal is welcoming women from across the world of any education level to apply to win one of 12 scholarships over the next year... [Continue reading](#)

[How To Apply »](#)

## Member News

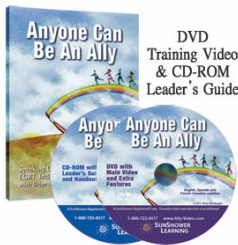
### WDN Regional Council Meeting Update

Our thanks to the University of Rochester and Verizon for hosting our September and October meetings.

[RIT hosts Andrew Young for 2016 Expressions of King's Legacy Celebration](#)

## Marketplace

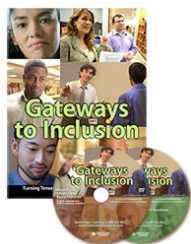
[Anyone Can Be an Ally](#)  
By [Brian McNaught](#)



[Inclusion Insights - Stereotypes, Lazy Brains & Unintentional Intolerance](#)  
By [Steve Robbins](#)



[Gateways to Inclusion: Turning Tense Moments into Productive Conversations](#)  
By [Sondra Thiederman](#)



**The Workforce Diversity Network** is a leading national network of professionals and organizations. We are a catalyst to enhance professional development, understanding, promotion and management of diversity and inclusion as an essential part of organizational success.



At our September meeting, the difficult topic we chose centered around Kim Davis, the Kentucky clerk who was jailed for disobeying a judge's order for denying marriage licenses to same sex couples. The difficult topic we chose for the October meeting addressed the idea of perceived reverse racism... [Continue reading](#)

We have been looking for a way for our members to stay connected between meetings and to share ideas and information, and we agreed to follow up and test Google Groups for use by WDN members. Stay tuned...!

[Mark your calendar for upcoming member meetings!](#)

## New in Expert Forum

*Learn from leading experts in diversity and inclusion.*



Joe Gerstandt



Simma Lieberman



Dr. Sondra Thiederman

### What Matter Most, and Who Decides?

By [Joe Gerstandt](#)

Maybe you have had an experience similar to this... A number of years ago I went to work for an organization that in the interviewing, hiring, and on-boarding process was very focused on, and proud of, its core values. And they were good values. The attention paid to them as I joined the organization made me even more excited about joining the organization.... [Read more](#)

### How Can Unconscious Bias Training Go Wrong?

By [Simma Lieberman](#)

A senior leader at a high tech company called and said, "Simma, I just spent an enormous amount of money for a training program about unconscious bias. It was very well received and people are still talking about how much they liked it," he said. "However, nothing changed."... [Read more](#)

## Think About Who You Know: A Key to Defeating Unconscious Bias

By [Sondra Thiederman, Ph.D.](#)

Don't you just hate powerlessness? Speaking strictly for me, the sense that I can't control something is one of my least favorite feelings. Let's face it: there are many things in life that we can't control, but lucky for us, bias isn't one of them... [Read more](#)

## Diversity Articles & News

### ARTICLES

- [8 Initiatives That Show Tech Wants to Solve Its Diversity Problem](#)
- [Become a Better Leader With These 5 Cultural-Awareness Tips](#)
- [Diversity 101: How Mizzou Students Changed the Game and What Business Can Learn From It](#)
- [LPMS students get lesson in diversity](#)
- [Is Open Source Open to Women?](#)
- [Open Source: It's Not That Scary!](#)
- [Questioning Gender Quotas](#)
- [Schools Enlist Parents to Bridge Cultural Barriers](#)
- [Supporting Women of Color in the Workplace](#)
- [Why diversity matters](#)

### NEWS

- [Colleges, Corporations Work Together on Inclusion](#)
- [New Study Explores Gender Bias in Academic Hiring](#)
- [OU School of Aerospace and Mechanical Engineering Recognized Nationally for Diversity and Inclusion](#)
- [Study Finds That Discrimination Is Linked with Worse Health Among Transgender Americans](#)
- [The Paper Ceiling - Women Underrepresented In Media Coverage](#)