



## New in Expert Forum

Learn from leading experts in diversity and inclusion.



### **Welcome new Expert, Jonamay Lambert!**

With 30 years of experience, Jonamay (Joni) has engaged with a broad range of industries in the Fortune 500, 100 and many of the Top 50 companies recognized by Diversity, Inc. Her mission is to ensure every person has the opportunity to contribute fully and feels valued, respected and heard. [Read more](#)

### **Same Words, Opposing Meanings by Jonamay Lambert**

When the words “Black Lives Matter” are spoken, some people hear, “Black Lives ALSO Matter”, while others hear, “ONLYBlack Lives Matter.” To some, the expression is an appeal for understanding, justice, and equal treatment, but, to others, it is a threat, a rebuff, and an antagonistic assertion of racial superiority. [Read more](#)



### **Inclusion - Reducing the Consequences of Identity by Joe Gerstandt**

I have written here frequently and recently about the importance of getting crystal clear on what inclusion means in your organization. One of the big reasons this is so important is that it makes it much easier to then identify specific behaviors and practices that comprise an inclusive employee experience. This in turn makes it much easier to set expectations, train, develop, and evaluate employees on those behaviors and practices. It gives you something to hold folks accountable to. [Read more](#)



### **Ten Steps to Deconstruct Conscious and Unconscious Bias by Simma Lieberman**

Bias can be broken if you take the right steps. How do we deconstruct bias beyond awareness? How do we “break bias?” We have a filter in our brain that helps us interpret what we see and hear. It filters out information that is not threatening, not important and not in our perceived reality. We form our biases based on our experiences, what we hear and what we see. Based on our biases we make assumptions, which result in actions, which can lead to exclusion, discrimination or avoidance. [Read more](#)

# Member News

We are pleased to welcome two new members to the Workforce Diversity Network:



## Forbes List "America's Best Employers for Diversity"

Congratulations to WDN Members **Wegmans (#8)** and **YMCA (#15)** for being named on Forbes list of "[America's Best Employers for Diversity](#)".

# Forbes

[Read more](#)

## WDN Regional Council Update:

Our thanks to **Wegmans** and **Rochester Regional Health** for hosting our November and December meetings. Our November meeting discussion covered sexual harassment and inappropriate behavior in the workplace. At our December meeting, we discussed a Supreme Court showdown where a baker refused to make a wedding cake for a same-sex couple.



[Read more](#)

MEMBERS MEETINGS

## Professional Resources

[Multicultural and Diversity Guide for Students](#)

[Guide to Teaching Multicultural Students](#)

[Multiculturalism and Diversity on Campus](#)



*Community for Accredited Online Schools is a comprehensive accreditation resource that provides prospective students and families with the tools needed to make well-informed decisions about their education.*

## Diversity Articles & News

- [Feature article: Women Are Speaking Up About Harassment And Abuse, But Why Now?](#)
- [The Art of Inclusion: 3 Inclusive Culture Tips Inspired by Vincent van Gogh](#)
- [Deloitte's Approach To Women's Advancement: Shifting The Focus To Men](#)
- [Diversity and Inclusion: Rewriting the Rules for Marketing](#)

- [Diversity at Work](#)
- [I Saw Myself in the Racism of Atticus Finch: A Teacher Reflects](#)
- [Inclusion in tech: You can't manage what you don't measure](#)
- [Is 'culture fit' code for bias? Recruiters must be wary, experts say](#)
- [Male Recruiters More Likely to Judge Candidates on Appearance, Female Recruiters Focus More on Credentials](#)
- [New Game Highlights the Challenges of Reporting Sexual Harassment](#)
- [Numbers Take Us Only So Far](#)
- [Students Challenged to Check their "Blind Spots" for Diversity & Inclusion](#)
- [Ten Ways to Remove Gender Bias from Job Descriptions](#)
- [Why CEOs and university leaders are collaborating on diversity and inclusion](#)

MORE ARTICLES

## Upcoming Events

Friday, March 9  
[Senior Services Provider SafeZone Training](#)

Thursday, April 26  
[SafeZone Training](#)

Thursday, May 10  
[SpeakOUT Training](#)



OutAlliance

CALENDAR OF EVENTS

## Career Opportunities

- » [Advanced Atomization Technologies Value Stream Leader](#)
- » [Trillium Health Sr. Vice President, Chief Financial Officer](#)
- » [Geneseo Chief Diversity Officer](#)
- » [Cintas Management Trainee - Rental - CMV](#)

HOT JOBS

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.



WorkforceDiversityNetwork.com

