

# FORUM

November 2017



## New in Expert Forum

Learn from leading experts in diversity and inclusion.



### [Creating Better Teams with Authenticity](#) Joe Gerstandt

Your conversations about talent are likely too small. Most managers and HR leaders I interact with talk about talent exclusively on the individual level. Everyone is fighting the so-called "war for talent." And while engaging and retaining talented individuals certainly matters, we do not do work as individuals. [ [Read more...](#) ]

### [Engaging Senior Talent Through Job Sharing - A Case Study and Five Best Practices](#) Stan Kimer

Many of us continue to read about the growing labor shortage across the US, especially as the number of younger trained professionals entering the workforce is far less than the huge numbers of retiring "baby boomers" born between 1946 - 1965. One way of addressing this shortage is better utilization of the mature worker, many who may not be ready for full retirement. [ [Read more...](#) ]

### [Can Conservatives Be Included In The Diversity Conversation?](#) Simma Lieberman

Someone on LinkedIn recently directed this question to me. My answer was "I don't get the question."

Some of my best clients have been conservatives through the years. They understand diversity and Inclusion as it relates to innovation, profit and expanded markets. How are you defining conservative. They support everyone having opportunities to do their best work so they look at why some people aren't, who they need in their organization and how to get the best brains contributing.  
[ [Read more...](#) ]

### **[Employers! Does iGen Require Parenting?](#) Robert Wendover**

Yes, you read that question right. In her brand new book, iGen, San Diego State University psychologist and author, Jean Twenge maintains that, "Maybe today's teens and young adults have an underdeveloped frontal cortex because they have not been given adult responsibilities."  
[ [Read more...](#) ]

## EXPERT FORUM

## Member News: WDN Regional Council Update



Our thanks to YWCA of Rochester and Monroe County, Harter, Secret & Emery, and St. John's for hosting our August, September and October meetings respectively. We discussed the following difficult topics: Introductory Comments; Unconscious Bias: What Does It Mean To Be a Witness; and Creating LGBTQ Inclusive Workplaces and Agencies. [ [Read more...](#) ]

## MEMBERS MEETINGS

## Diversity Articles & News

- [Authenticity is an Inside Job](#)
- [Here's How Teachers' Racial Attitudes Compare to Those of Average Americans](#)
- [Here's the Single Biggest Challenge Facing Diversity Leaders](#)
- [Hiring Bias Blacks And Latinos Face Hasn't Improved In 25 Years](#)
- [Is The Cat in the Hat Racist?](#)
- [Leveraging diversity: Transcending labels for breakthrough results](#)
- [Minority Students Still Missing Out on Special Education, New Analysis Says](#)
- [The Devastating Effects of Opinion-Based Decisions](#)
- [The Risks of Bias Testing](#)
- [We Modernized California's HIV Criminal Laws & the Right Wing Attacked](#)
- [Why corporate diversity programs fail, and what to do about it](#)
- [Yes, Race and Politics Belong in the Classroom](#)

## MORE ARTICLES

## Upcoming Events



Tuesday, November 14

**NCBI Rochester Presents: Addressing Racial Barriers in the Workplace**

Thursday, November 16

**St. John Fisher College and NCBI Rochester Presents: Gender Justice: 100 Years and Counting**

Thursday, January 4

**OutAlliance Presents: SafeZone Training**

## CALENDAR OF EVENTS

## Career Opportunities

- » Geneseo Chief Diversity Officer
- » Cintas Management Trainee - Rental - CMV
- » Advanced Atomization Technologies Operation Team Leader
- » Advanced Atomization Technologies Toolmaker
- » Wegmans Product Selector
- » Trillium Health Director, Environmental Services

## 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](http://WorkforceDiversityNetwork.com)