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Autore	Thompson Jason (Professor)
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Descrizione fisica	1 online resource (243 pages)
Disciplina	331.133
Soggetti	Diversity in the workplace Equality
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Cover -- Title Page -- Copyright Page -- Contents -- Preface -- Telling Stories and Bridging the Disconnect -- My Story -- The Bridge Between Intent and Impact -- How the CAPE Process Works -- Notes -- Foreword -- Part I The CAPE Process -- Chapter 1 How to Become an Exceptional DE&I Organization -- The Importance of DE&I Now -- A Diverse Workforce Will Have Tension -- DE&I Officers Need a Broad Range of Skills -- Why DE&I Programs Fail -- The How: CAPE Foundation for Successful DE&I Programs -- Notes -- Chapter 2 DE&I Fundamentals, CAPE, and Organizational Change -- Overwhelmed and Needing a Process -- The Basics of Every DE&I Program -- Notes -- Chapter 3 Data for DE&I -- Fill the Cup of Others -- The Illusion and Challenge of Data -- The Recruitment Data Challenge -- Notes -- Chapter 4 Collect the Data -- Give a Brown Guy a Chance -- When to Start Collecting Data -- What Data to Collect -- Where to Get the Demographic Data You Need -- Who Is Being Included in the Data? -- Respecting Demographic Data -- Notes -- Chapter 5 Analyze the Data -- Seeing It So Clear Now -- Using the Data to Know What You Have -- The How: Analyzing Data to Identify Recruitment Issues -- The How: Analyzing Data to Identify Retention Issues -- Assume Competence -- Notes -- Chapter 6 Plan your Program -- The World's

Park -- Plan Only after You Analyze the Data -- Getting Started on Your Plan -- 4-2-50 Program -- How to Measure ROI in Your DE&I Program -- I Plan Template -- How to Complete the CAPE DE&I Template -- Note -- Chapter 7 Execute on the Plan -- Audio Must Match Video -- E Is for Execute -- The How: A CAPE Path to Execute -- Part II Practical Lessons Learned in DE&I Programs -- Chapter 8 DE&I Programs Should Look Like the Company.

Looking for Four-Leaf Clovers -- Sports - US Olympic and Paralympic Committee -- Healthcare -- Tech - Techstars -- Education - University of Wyoming, University of Colorado Health Sciences Center, Western Governors University -- Organizational Mission Alignment -- The How: An Organizational Mission-Alignment Exercise -- Chapter 9 DE&I Challenges That No One Tells You -- Whose Mother Are We Talking About? -- Staff and Budget -- Responsibility for Things Beyond Your Control -- Managing Expectations -- Chapter 10 When to Get CEO Involvement -- What Friends Do -- Setting CEO Expectations -- When to Involve the CEO -- Connecting CEO and Leadership Commitment to Diversity -- How to Get CEO Commitment -- Chapter 11 Employee Resource Groups -- Check Your Bias -- Employee Resource Groups -- Define ERG Membership -- Setting Boundaries for ERGs -- Establish Communication Guidelines -- Managing ERG Fundraisers -- Let ERGs Fail -- The How: Suggested Rules and Structures for ERGs -- Chapter 12 DE&I Committees -- Focus on the Right Things -- Why DE&I Committees Fail -- What Happens When Companies Start with a DE&I Committee -- Three Simple Rules for a Better DE&I Committee -- Chapter 13 Using DE&I Training to Make Organizational Change -- Trees Just Don't Happen -- Diversity Training: Episode versus Series -- DE&I Training as a Response to an Episode -- DE&I Training as a Series of Ongoing Trainings -- CAPE and DE&I Trainings -- The Two Types of DE&I Trainings -- Unconscious Bias -- The ADKAR Model -- Note -- Chapter 14 Inclusion Practices -- Don't Ask Me to Organize the Davids -- How to Measure Inclusion -- How the CAPE Inclusion Tracker Works -- The Fair Pay Solution -- Notes -- Chapter 15 Your Mental Health -- A Day at the Pool -- Mental Health for You and Your Colleagues.

Part III Things I Wish I Had Known -- Chapter 16 Top Challenges for DE&I Professionals -- Voices Telling You What You Can't Do -- The Myth That Diversity Lowers Quality -- A Hire from an Underrepresented Group Is Not Performing -- Chain of Command -- Your Positional Authority -- Staffing and Budget -- Diversity Committees -- Working with Other Departments -- Efficacy of Résumé Redacting -- Belonging versus Inclusion -- Allies -- Making the Implicit Explicit -- Bridging the Gap Between Intent and Impact -- Validating the Experiences of Others -- Chapter 17 Jason-isms -- The Gift of Time -- The Jason-isms -- Conclusion -- Acknowledgments -- About the Author -- Index -- EULA.

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## Sommario/riassunto

"Diversity, equity, and inclusion has been a hot topic especially in the tech industry. "Between 2017 and 2018, postings for diversity and inclusion positions had increased by nearly 20%--and that number is growing." Many companies are struggling to achieve their DEI goals and develop successful programs. Thompson addresses one of the major issues: there is no handbook that helps people develop and create an effective DEI program. Most work is currently being done on ROI, what diversity means, and how to define it, but there are not books that help you develop an actual program. Thompson provides diversity officers with a blueprint, information, and tools to implement a successful diversity program. Thompson's insights can jumpstart and hep

implement a diversity program that can gain immediate traction. He walks you through the process of execution on a weekly and even daily basis. His book shares practical, concrete steps about what data to collect and how to analyze and assess that data, choose the right diversity goal given your current resources, and how to measure the impact of your DEI efforts. He shares practical step-by-step lessons learned, the order you should build your program, and what things you should be working on. You can implement a program in which there previously was no roadmap. You will learn: How to build a successful diversity program with step-by-step instructions How to manage and lead a diversity council How to not just develop programs but understand the order they should be built to insure success How to get early buy-in and long-term commitments from CEOs by knowing when to push and what to ask for How to set appropriate expectations from a DEI program for the CEO and the executive leadership team How to understand your company How to build a plan and program that is tailored to your company and its culture How to set the right DEI goals, collect the right data, and measure your success How to know the difference between a program that is failing and one that is taking awhile to get going"--

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2. Record Nr.	UNINA9910791147903321
Autore	Roderick David
Titolo	The Americans // David Roderick
Pubbl/distr/stampa	Pittsburgh, Pennsylvania : , : University of Pittsburgh Press, , 2014 ©2014
ISBN	0-8229-8026-6
Descrizione fisica	1 online resource (89 pages)
Collana	Pitt Poetry Series
Disciplina	821.008
Soggetti	English poetry American poetry
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Poems.
Sommario/riassunto	David Roderick's second book, <i>The Americans</i> , pledges its allegiance to dirt. And to laptops. And to swimming pools, the Kennedys, a flower in a lapel, plastic stars hanging from the ceiling of a child's room, churning locusts, a jar of blood, a gleam of sun on the wing of a plane. His poems swarm with life. They also ask an unanswerable question: What does it mean to be an American? Restless against the borders we build--between countries, between each other--Roderick roams from place to place in order to dig into the messy, political, idealistic and ultimately inexplicable idea of American-ness. His rangy, inquisitive lyrics stitch together a patchwork flag, which he stakes alongside all the noise of our construction, our obsessive building and making, while he imagines the fate of a nation built on desire.