



# DE&I RESOURCES FOR MAGAZINE MEDIA LEADERS AND TEAMS

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FCTR**

**INCLUSION FACTOR**

[inclusionfactor.ca](https://inclusionfactor.ca)



The Alberta Magazines Publishers Association and The Magazine Association of BC partnered to present a 120-minute workshop by inclusion FACTOR to provide a practical understanding of why Diversity, Equity and Inclusion are fundamental drivers of successful media organizations and how to embed anti-racism practices into your team's daily activities. You can watch the recording of the workshop [online](#). inclusion FACTOR curated the following resources to further your team's learning and understanding.

## What is Inclusion FACTOR?

inclusion FACTOR is a data-driven diversity, equity, and inclusion consulting firm supporting public and private organizations across North America to build diverse teams, equitable team dynamics, inclusive products, services, and workplaces. inclusion FACTOR creates award-winning solutions for diversity, equity and inclusion (DE&I) assessments, training programs, workshops, e-learning tools and strategies to build inclusive spaces for all to innovate, work, live, and thrive.

## Inclusive Leadership Resources

- [Catalyst: Quiz: Are You an Inclusive Leader?](#)
- [Salesforce: Practice the Five Principles of Inclusive Leadership](#)
- [Deloitte: The Six Signature Traits of Inclusive Leadership](#)
- [LinkedIn: Five Ways to Practice Inclusive Leadership - How Managers and Leaders can Champion D&I](#)
- [HR Technologist: 6 Examples of Inclusive Leadership from Around the Globe](#)
- [Korn Ferry: The Inclusive Leader - Optimizing Diversity by Leveraging the Power of Inclusion](#)
- [Accenture: All in- Inclusion & Diversity Drive Shopper Habits](#)
- [Catalyst: Managing Remote Teams Inclusively: Our Best Tips](#)
- [Inclusion Starts on Day One: 10 ways to Build an Inclusive Onboarding Experience](#)
- [Forbes: How To Alter Your Hiring Practices To Increase Diversity](#)
- [Randstad Canada: How to Successfully Hire a Diverse Workforce](#)
- [Harvard Business Review: Why Inclusive Leaders Are Good for Organizations, and How to Become One](#)
- [Tool: Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace](#)
- [The Advantages of Hiring Multilingual Employees](#)
- [Deloitte: The Inclusion Imperative for Boards](#)
- [Hone: How to Build Anti-Racist Workplaces from DE&I experts from Harvard Business Review, Twitter, Quartz at Work, and HR Executive \(60-minute video panel discussion – WORTH THE WATCH!\)](#)

## Business Case of DE&I

- [CFO Magazine: Does Diversity Pay Off?](#)
- [Wall Street Journal: CFOs Lend Insights on Diversity and Inclusion](#)
- [McKinsey & Company: Delivering through Diversity](#)
- [Forbes Fostering Innovation Through a Diverse Workforce](#)
- [Harvard Business Review: How Diversity Can Drive Innovation](#)
- [Forbes: Diversity Confirmed To Boost Innovation And Financial Results](#)
- [Salesforce: 5 Reasons Why Diversity Drives Innovation for Small Businesses](#)
- [Entrepreneur: Why Diversity Is Necessary For Innovation At the Workplace](#)

## DE&I Metrics

- [How to Measure Diversity in the Workplace](#)

## 2020 DE&I Awareness Campaigns

- [CCDI 2020 Multicultural Calendar](#)
- [US Diversity Calendar](#)
- [Health Promotion Calendar](#)
- [Diversity Holidays and Heritage Months](#)
- [2020 Calendar of Disability-Related Dates](#)
- [2020 Religious Holiday List](#)

## TED Talks & Videos

- [Valerie Alexander: How to Outsmart Your Own Unconscious Bias](#)
- [Rocío Lorenzo: How Does Diversity Makes Teams More Innovative](#)
- [Lera Boroditsky: How Languages Shapes The Way We Think](#)
- [Janet Stovall: How to Get Serious about D&I in the Workplace](#)
- [Rebeca Hwang: The Power of Diversity with Yourself](#)
- [Ray Daylio: How to Build a Company Where the Best Ideas Win](#)
- [Melinda Epler: Three Ways to Be a Better Ally in the Workplace](#)
- [Mellody Hobson: Color Blind or Color Brave?](#)
- [Kimberlé Crenshaw: The Urgency of Intersectionality](#)
- [Judith Heumann: Our Fight for Disability Rights — And Why We're Not Done Yet](#)
- [Dean Furness: To Overcome Challenges, Stop Comparing Yourself to Others](#)
- [Rebecca Knill: How Technology has Changed What it's Like to be Deaf](#)
- [Kings Floyd: The Cost of Failing to Design Accessibly](#)
- [Rosie King: How Autism Freed Me to Be Myself](#)
- [Elise Roy: When we Design for Disability, we All Benefit](#)
- [Dr. Robin DiAngelo: Deconstructing White Privilege](#)
- [Tiffany Alvoid: Eliminating Microaggressions: The Next Level of Inclusion](#)

## Leading DE&I Resource Pages

- [Diversity Best Practices](#)
- [Pride at Work](#)
- [Egale Canada](#)
- [Indigenous Works](#)
- [Canadian Centre of Diversity and Inclusion](#)
- [Catalyst](#)
- [Canadian Council on Rehabilitation and Work](#)
- [Mental Health Works](#)
- [Canadian Mental Health Association](#)
- [The BlackNorth Initiative](#)
- [American Civil Liberties Union](#)
- [Google: Building more inclusive marketing and diverse corporate cultures](#)
- [Google: Inclusive Hubs Playbook](#)

## DE&I and Anti Racism Statements, Plans, and Initiatives – Media Publications or Small Business

- [10 Examples of Awesome Diversity Statements](#)
- [Association of Canadian Publishers Statement on Equity, Diversity, Tolerance and Inclusion](#)
- [Publishers Association: Diversity and Inclusion Statement and Members' Listings](#)
- [The Walrus: Diversity Statement](#)
- [Sample Diversity Statement](#)
- [Diversity, Equity & Inclusion at Vox Media](#)
- [5 Easy Steps Your Small Business Can Take to Build a More Diverse and Inclusive Workforce](#)
- [Becoming A Better Small Business: How To Support Diversity And Inclusion Beyond Just Words](#)
- [How Diversity Training Can Protect Your Business from Risk](#)
- [Writing Our Own Story, The VICE Media Group 2019 Diversity & Inclusion Report](#)
- [Forbes: A Guide To Diversity, Equity And Inclusion In Communications](#)
- [Magazine Association of BC: Resources](#)
- [The Discourse: Online Resources for Reporters](#)

## Toolkits

- [CCDI Toolkit: Navigating race in Canadian workplaces](#)
- [CCDI Toolkit: Diversity & inclusion councils](#)
- [CCDI Toolkit: Employee Resource Groups \(ERGs\)](#)
- [CCDI Toolkit: Addressing fear and resistance](#)
- [CCDI Toolkit: Locking in your leadership: Developing a diversity and inclusion strategy](#)
- [CCDI Toolkit: Locking in your leadership: Developing the ironclad business case for diversity and inclusion](#)

## Dimensions of Diversity

- [Types of Diversity in the Workplace You Need to Know: A Guide to 34 Unique Diversity Characteristics](#)

## Unconscious and Implicit Biases

- [Infographic: How to Combat Unconscious Bias as an Individual](#)
- [LinkedIn: What is a Microaggression and How to Avoid Them](#)
- [Harvard University: Implicit Biases Test - Project Implicit](#)
- [Implicit Bias: Causes, Effects, and Prevention](#)
- [12 Examples of Unconscious Bias & Tips to Reduce Them](#)
- [Minimizing and Addressing Implicit Bias in the Workplace](#)
- [Implicit Bias in the Workplace: Definition, Examples & Impact](#)
- [Unconscious Bias: From Awareness to Action](#)
- [Verna Myers: How to overcome our biases? Walk boldly toward them](#)

## Microaggressions

- [What is a Microaggression? 14 things people think are fine to say at work — actually racist, sexist, or offensive](#)
- [Catalyst: Why Diversity and Inclusion Matter: Quick Take](#)
- [How Microaggressions Can Affect Wellbeing In The Workplace](#)
- [Let's Talk About Racial Microaggressions In The Workplace](#)
- [When and How to Respond to Microaggressions](#)
- [4 Workplace Microaggressions that Can Kill Your Confidence—and What to Do About Them](#)

## Inclusive Teammate, Learning, Marketing and Workplace Tips

- [Top Tips: Being an Inclusive Teammate](#)
- [Let's Get Practical: A Checklist for Inclusive Meetings and Events](#)
- [How To Make Virtual Meeting More Inclusive](#)
- [Inclusion Starts with I](#)
- [Accenture: Culture of Equality in the Workplace](#)
- [Tool Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace](#)
- [How to Hold Bilingual Meetings](#)
- [How to design and deliver an inclusive workplace learning strategy](#)
- [How to Enable Just-in-time Inclusive Learning](#)
- [Microsoft: Inclusive Marketing: Why it's essential for your brand](#)
- [Forbes: Make An Impact, Your Guide To Inclusive Marketing](#)
- [Accenture: Let's talk about inclusive marketing](#)

## Indigenous Inclusion Tips

- [6 Steps to Create an Inclusive Environment for Indigenous Workers](#)
- [Online and Instructor-Led Indigenous cultural and workplace inclusion training](#)
- [Indigenous Employee Retention Checklist](#)
- [23 Tips on What Not to Say or Do](#)
- [No perfect answer: Is it First Nations, Aboriginal or Indigenous?](#)
- [Indigenous Peoples terminology guidelines for usage](#)
- [Stop using these Indigenous references and terms they're offensive](#)

## Black Inclusion Tips

- [Carding and anti-Black racism in Canada](#)
- [A 'part of daily life': Racial profiling and shopping while Black in Canada](#)
- [Guide to Allyship](#)
- [6 Steps to Building a Better Workplace for Black Employees](#)
- [One Black employee's answer to "How can I help?"](#)
- [10 Things NEVER to Say to a Black Coworker](#)
- [3 Things You Should Not Say To Your Black Colleagues Right Now](#)
- [What Not To Say To Your Black Colleagues Right Now](#)

## LGBTQ2S+ Inclusion Tips

- [Pronoun Usage Guide](#)
- [Inclusive and Affirming Language](#)
- [Tips on how to practice LGBTQI2S Allyship](#)
- [LGBTQI2S Glossary of Terms](#)
- [How Allies Should Respond to LGBTQ Harassment](#)
- [Tips to Making Your Event/Activity LGBTQ-Friendly](#)
- [Making the Business Case for LGBTQ2+ Inclusion](#)
- [Transgender Inclusion in the Workplace Support: Guide for Managers and Employees](#)
- [The 519's Glossary of Terms](#)
- [The 519: Creating Authentic Spaces Toolkit](#)
- [Still Here, Still Queer - A Handbook for Affirming LGBTQ2S Older Adults](#)
- [13 things you should never say to your LGBTQ coworkers](#)
- [7 Things NEVER to Say to LGBT Coworkers](#)

## Accessibility Inclusion Tips

- [CCDI: Don't Let a Barrier be a Bully](#)
- [Government of Canada: Making an accessible Canada for persons with disabilities](#)
- [6 Things to Never Say \(or Do\) to Your Disabled Co-worker](#)
- [7 Ways Employers can Support People with Disabilities](#)
- [Hiring and Managing Employees with Disabilities](#)

## Inclusive Hiring Practices

- [Blind hiring: everything you need to know](#)
- [Educause: A Checklist for Inclusive Hiring](#)
- [WorkInCulture: RECRUITMENT PRACTICES](#)
- [EW Group: Seven steps to inclusive recruitment and workplace diversity](#)

## iF DE&I Workshops and Training Sessions

- The Fear of Allyship: What to Do and Say
- Inclusive Leadership in the Workplace
- Impact of Racism in the Work Environment
- Understanding Microaggressions and How to Combat Them
- Unconscious Biases in the Workplace
- Meaningful Connections: Inclusive Workplace Communication and Team Interactions
- Intersectionality in the Workplace
- The Mix that Matters: Inclusion Enables Innovation
- Inclusive Marketing and Advertising Practices
- Innovation and DE&I Principles for Inclusive Product Design
- [Brave and Safe Spaces Don't Work and What To Do Instead](#)