

Race, Inequality, and Conscious Inclusion in the Workplace

RESOURCES FOR IATSE LOCAL UNIONS

Diversity, Equity, Inclusion and Belonging are union issues. This packet is full of resources, activities, links, and paths to learning. Local unions can share these resources with leaders, members, and within your community for individual or collective learning. Learning history with empathy, critical thinking, humility and with eyes to the future strengthens our union. For a short video on how to use this resource packet, visit <https://attendee.gotowebinar.com/recording/1303865076377610497>.

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IATSE 21 DAY CHALLENGE

The 21 Day Challenge is an opportunity for IATSE membership to expand our understanding of diversity, equity, and inclusion. During the challenge, participants are asked to read, listen, observe, or watch something each day for 21 consecutive days to further their understanding of power, privilege, racism, exclusion, and equity. The structure is designed to learn individually and when doing this as one, we learn together.

The 21-day challenge was created by Dr. Eddie Moore, Jr., who writes,

Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy, and leadership is like any lifestyle change. Setting our intentions and adjusting what we spend our time doing is essential. It's all about building new habits. Sometimes the hardest part is just getting started. The good news is, there's an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice. Please use this plan just as it is, or adapt it to a sector, an ethnic/racial group, or interest area.

<https://www.eddiemoorejr.com/21daychallenge>



DAY ONE

- ❑ WATCH - [Ferguson, Missouri Speech](#) AFL-CIO President Richard Trumka, addressing the Missouri State AFL CIO in the wake of the uprising in Ferguson, MO - “A Brief History of Labor, Race and Solidarity” VIDEO (September 2014, 35 minutes) Or READ President Trumka’s speech: “[A Brief History of Labor, Race and Solidarity](#)”
- ❑ READ - [America Wasn’t a Democracy, Until Black Americans Made It One](#), Nikole Hannah-Jones, The New York Times (August 14, 2019). [Submitted by American Bar Association's D&I Advisory Council]
- ❑ WATCH – [5 Things You Should Know About Racism](#), Franchesca Ramsey, Decoded, MTV News (6m 17s)

DAY TWO

- ❑ WATCH - [The Great Migration and the Power of a Single Decision](#), Isabel Wilkerson TED Talk (2017, 17 minutes).
- ❑ SEE – “The Migration of the Negro”, a narrative series of sixty individual panels painted by Jacob Lawrence, American Artist. The series is divided between The Museum of Modern Art in New York and The Phillips Collection in Washington, DC.
https://www.moma.org/learn/moma_learning/jacob-lawrence-migration-series-1940-41/
- ❑ READ - [How James Baldwin Told the Truth About Racism in America](#), Eddie S. Glaude, Jr. Time Magazine (June 25, 2020).

DAY THREE

- ❑ WATCH - [Black Panthers, White Lies](#), Austin Curtis, TEDx Ohio State University (Apr. 6, 2016) (13 mins).
- ❑ READ - Langston Hughes’ poem [Harlem](#) [Author Bio](#)

DAY FOUR

- ❑ WATCH - [Kids Explain Black History Month](#), Global Citizen (March 6, 2017).
- ❑ READ - [How Implicit Bias Impacts Our Children in Education](#) Nicole Scialabba, American Bar Association (October 2, 2017).

DAY FIVE

- ❑ LISTEN - [The Problem We All Live With, Part I](#), Nikole Hannah-Jones, This American Life, podcast (July 31, 2015) (30 mins)
- ❑ READ - [With Child Welfare, Racism is Hiding in the Discretion](#), Vivek Sankaran ,The Imprint (June 21, 2020).

DAY SIX

- ☐ WATCH - [White Men: Time to Discover Your Cultural Blind Spots](#), Michael Welp TED Talk, (July 6, 2017, 17 minutes).
- ☐ WATCH – What Kind of Asian Are you: <https://www.facinghistory.org/resource-library/video/what-kind-asian-are-you> (3 min)

DAY SEVEN

- ☐ TAKE THE ASSESSMENT (or more than one!) - Visual tests from Harvard's Implicit Association Test to learn more about how implicit associations work. Please focus on Race, Race-Weapons, or Skin Tone (Take at least one test) [Implicit Association Test](#) (IAT)

DAY EIGHT

- ☐ WATCH - [Why Does Privilege Make People So Angry?](#), Franchesca Ramsey, Decoded, MTV News, (January 13, 2016, 5 minutes).
- ☐ READ - [Explaining White Privilege to a Broke White Person](#), Gina Crosley-Corcoran, Huffington Post, (December 6, 2017).
- ☐ READ – Article – [White Fragility](#), by Robin DiAngelo.

DAY NINE

- ☐ READ - Diverse and Inclusive Leadership for a Thriving Labor Movement, [Resolution 19](#), AFL-CIO
- ☐ READ - [Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not](#), Danielle Cadet, Refinery29 (May 2020).
- ☐ READ - [Written in Black & White: Exploring Confirmation Bias in Racialized Perceptions of Writing Skills](#), Arin N. Reeves , Nextions (2014).

DAY TEN

- ☐ WATCH OR READ - [More than 50% of homeless families are black, government report finds](#), Karma Allen, ABCNews (Jan. 22, 2020).
- ☐ READ - [The Inheritance of Black Poverty: It's All About the Men](#), Scott Winship, Richard V. Reeves and Katherine Guyot, Brookings Institute (March 22, 2018).

DAY ELEVEN

- ❑ LISTEN - [40 Acres and a Movie](#), Wesley Morris and Jenna Wertham, Still Processing, NY Times Podcast, (April 8, 2021, 43 minutes).
- ❑ READ - [How Textbooks Taught White Supremacy](#), Liz Mineo, Harvard Gazette (September 4, 2020).
- ❑ READ – Tom Hanks’ Opinion Guest Essay, “You Should Learn the Truth About the Tulsa Race Massacre” <https://www.nytimes.com/2021/06/04/opinion/tom-hanks-tulsa-race-massacre-history.html> (New York Times June 4, 2021)

DAY TWELVE

- ❑ LISTEN OR READ - [The Separate and Unequal Health System Highlighted By COVID-19](#), Leila Fadel, NPR (January 21, 2021).
- ❑ READ - [Who Gets to Be Afraid in America?](#), Ibram X. Kendi, The Atlantic (May 12, 2020).

DAY THIRTEEN

- ❑ READ - [Unions Are Essential for Eliminating Racism](#), Jacobin, 7 July 2020.
- ❑ READ - [Labor Unions and White Racial Politics](#), American Journal of Political Science.

DAY FOURTEEN

- ❑ READ - [America, this is Your Chance](#), Michelle Alexander, Op-Ed New York Times, (June 8, 2020).
- ❑ READ - [The New Jim Crow: How the war on drugs gave birth to a permanent American Undercaste](#), Michelle Alexander, The Nation, March 9, 2010.

DAY FIFTEEN

- ❑ WATCH – [What does it mean to be ‘anti-racist’ discussion](#), Ibram X. Kendi, on Late Night with Stephen Colbert (13m)
- ❑ WATCH – [The difference between being “not racist” and antiracist](#), Ibram X. Kendi, TEDTalk (54m)

DAY SIXTEEN

- ❑ WATCH -[bell hooks on interlocking systems of oppression](#), bell hooks (1/7, 2018, 4m).
- ❑ EXPLORE – National Museum of African American History website with tools for conversation <https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

DAY SEVENTEEN

- ❑ WATCH - [Let's get to the root of racial injustice](#), Megan Ming Francis, TED Talk, March 21, 2016. (19 mins).
- ❑ LISTEN - [Monumental Conversations](#), Don Lemon, CNN podcast, (July 9, 2020). (26 mins)

DAY EIGHTEEN

- ❑ WATCH - ["Illegitimate" Artist Question](#) Toni Morrison on Charlie Rose, (Jan. 19, 1998, 8 minutes).
- ❑ LISTEN - [The Birth of American Music](#), Nikole Hannah-Jones, NY Times, 1619 Podcast, (September 16, 2019, 35 minutes).

DAY NINETEEN

- ❑ READ - [AFL-CIO Comprehensive Immigration Reform](#) Resolution 11 AFL CIO 2009
- ❑ WATCH - [Are Mexicans Taking Our Jobs?](#), Franchesca Ramsey, Decoded, MTV News, (Mar 7, 2018, 5 minutes).

DAY TWENTY

- ❑ READ - [Climate Change Is Hurting Expectant Black Mothers](#), Felicia Isaac Natural Resources and Environment Magazine (January 15, 2021).
- ❑ READ - [Nothing Protects Black Women from Dying in Pregnancy and Childbirth: Not education. Not income. Not even being an expert on racial disparities in health care](#), Nina Martin and Renee Montagne, ProPublica (December 7, 2017).
- ❑ LISTEN - "Bringing Back Trees" <https://www.npr.org/2021/06/23/1006223328/bringing-back-trees-to-forest-citys-redlined-areas-helps-residents-and-the-clima> (NPR, June 23, 2021)

DAY TWENTY-ONE

- ❑ READ - [The Case for Reparations](#), Ta-Nehisi Coates, (The Atlantic, May 21, 2014).
- ❑ READ - [The World Rising](#) – poem by Alice Walker (2017).
- ❑ WATCH - [The Hill We Climb](#), Youth Poet Laureate Amanda Gorman's poem, given at the 2021 Presidential Inauguration PBS.org (January 20, 2021).

SELF-GUIDED LEARNING

Developing an inclusive and anti-racist organization begins with developing a deep understanding of the systems of oppression that are endemic to the society in which we live and work. This list is not all-inclusive and could be updated almost daily. There are many opportunities to learn and to understand. This list has been compiled from multiple sources and we appreciate the work of sibling organizations such as Actor's Equity, the NAACP, community, religious groups, the IATSE DEI committee and local union activists.



ARTICLES

["7 Examples of What Being an Ally at Work Really Looks Like"](#) by Karen Catlin.

["103 Things White People Can Do for Racial Justice"](#), Medium article.

["A Brief History of Black Hair, Politics, and Discrimination"](#) by Jameelah Nasheed

["How White People Got Made"](#) by Quinn Norton, Medium

["What I Think About When I Hear That Broadway is Racist"](#) by Heathcliff Saunders, Medium

["When and How to Respond to Microaggressions"](#) by Ella F. Washington, Alison Hall Birch, and Laura Morgan Roberts, Harvard Business Review

["White Privilege: Unpacking the Invisible Knapsack"](#) Peggy McIntosh, The National SEED Project (Seeking Educational Equity and Diversity)

["Why Racial Justice Work Needs to Address Settler Colonialism and Native Rights"](#) by Rachel Kuo with Taté Walker

["Why Seeing Yourself Represented on Screen Is So Important"](#) by Kimberly Lawson, Vice

["Why White People Shouldn't Impose Their Feelings into Conversations on Race"](#) by Shae Collins, Everyday Feminism

["The Case for Reparations"](#) Ta-Nehisi Coates, (The Atlantic, May 21, 2014)

["White Conservatives and Black Lives"](#) by Gregory Mengel, Medium

["Why Unconscious Bias Training Doesn't Work"](#) by Gregory Lewis, LinkedIn Business

BOOKS

Borrow from your public library or click the links to purchase and support independent black owned bookstores: <https://lithub.com/you-can-order-today-from-these-black-owned-independent-bookstores/>

[American Islamophobia: Understanding the Roots and Rise of Fear](#) by Khaled A. Beydoun

[Becoming](#) by Michelle Obama

[Between the World and Me](#) by Ta-Nehisi Coates

[Dreams from My Father: A Story of Race and Inheritance](#) by Barack Obama

[Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Brittney Cooper.

[Four Hundred Souls](#), Edited by Ibram X. Kendi and Keisha N. Blain

[How to be an Antiracist](#) by Ibram Kendi

[How to Be an Inclusive Leader](#) by Jennifer Brown

[Just Mercy](#) by Bryan Stevenson

[Me and White Supremacy](#) by Layla Saad

[My Grandmother's Hands](#) by Resmaa Menakem

[No Pity: People with Disabilities Forging a New Civil Rights Movement](#) by Joseph P. Shapiro

[Post-Traumatic Slave Syndrome](#) by Joy DeGruy

[Racism Without Racists](#) by Eduardo Bonilla-Silva

[Sister Outsider](#) by Audre Lorde

[So You Want to Talk About Race](#) by Ijeoma Oluo.

[The Latino Threat: Constructing Immigrants, Citizens, and the Nation](#) by Leo Chavez.

[The Color of Law: A Forgotten History of How Our Government Segregated America](#) by Richard Rothstein.

[The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander

[The Sum of Us, What Racism Costs Everyone and How We Can Prosper Together](#) Heather McGee.

[This Chair Rocks: A Manifesto Against Ageism](#) by Ashton Applewhite

[We Keep Us Safe](#) by Zach Norris.

[White Fragility](#) by Robin DiAngelo

[White Like Me](#) by Tim Wise

[Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race](#) by Dr. Beverly Daniel Tatum, PhD

[Women, Race, and Class](#) by Angela Davis

[Yellow: Race in America Beyond Black and White](#) by Frank Wu

VIDEOS

YouTube, TED Talks, Interviews (not film and television)

[2011 interview \(pre-Black Lives Matter\) Angela Davis](#) YouTube

[Black Feminism & the Movement for Black Lives](#) Barbara Smith, Reina Gossett and Charlene Carruthers at The National LGBTQ Task Force, YouTube

[Color Blind or Color Brave](#) TED talk

[Get Comfortable with Being Uncomfortable](#) TED talk.

[How Studying Privilege Systems Can Strengthen Compassion](#) TED talk

[How to Deconstruct Racism, One Headline at a Time](#) YouTube

[Let's Get to the Root of Racial Injustice](#) YouTube.

[Racism Has a Cost for Everyone](#) TED Talk by Heather C. McGhee

[Call for A Moral Revival](#) Rev. Dr. William J. Barber, Jr. and Rev. Dr. Liz Theoharis

[The Classical Theatre of Harlem](#) has curated a list of anti-racism resources, including podcasts, film and TV, literature, and information and tools for conducting anti-racism assessment and training at the individual and organizational level.

[The Limitations of Race in Theatre](#) by Aretha Pereira TEDTalk

[The Racial Politics of Time](#) by Brittney Cooper TEDTalk

COMPREHENSIVE RESOURCE SITES (go deeper and find more)

The 1619 Project – New York Times long form journal -

<https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>

The 1619 Project curricula, resources, and lessons from the Pulitzer Center

<https://pulitzercenter.org/lesson-plan-grouping/1619-project-curriculum>

JUNETEENTH:

<https://www.oprahdaily.com/life/a32893726/what-is-juneteenth/>

[The NAACP Diversity Style Guide](#) brings together definitions and information, including a glossary of terms.

<https://www.diversitystyleguide.com/topic-glossaries/raceethnicity-glossary/>

CHILDREN'S RESOURCES LINKS

[Sesame Street Town Hall on Race](#)

<https://www.nytimes.com/wirecutter/reviews/antiracist-books-for-kids-and-teens/>

<https://www.aacps.org/cms/lib/MD02215556/Centricity/Domain/1762/Resources%20for%20Talking%20About%20Race%20%20Racism%20Final.pdf>

Not all of these are about racism, but there are some good books here:

<https://www.nytimes.com/2020/12/02/books/review/best-childrens-books.html>

Kids' books on anti-Asian hate

<https://www.nytimes.com/2021/04/24/at-home/anti-asian-hate-books.html>

Native Americans

<https://www.nypl.org/blog/2019/11/05/9-books-native-american-heritage-month>

Canadian First Nations

<https://babylibrarians.com/11-indigenous-canadian-childrens-books-to-read-to-your-children/>



The IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Course Collection

was developed by the IATSE Education and Training Department in collaboration with the IATSE Training Trust Fund's LinkedIn Learning partnership to enable IATSE workers to learn about the challenges and opportunities inherent in working in diverse organizations. This transformative collection reviews current thinking and best practices on essential topics such as bias in all its forms, cultural competence, communication, allyship, and accountability.

This collection is not exhaustive and does not need to be taken in any particular order; there are many other courses available through LinkedIn Learning and other educational platforms that explore similar topics. While none of the courses are union-specific, they are all informative, valuable, vetted by the IATSE Education and Training Department, and approved based on their content and relevance to IATSE workers. The collection is divided into two sections: *Personal Growth & Professional Development* and *Creating Change*. We encourage you to take as many courses as you wish and to continue to expand your knowledge and understanding of these incredibly important and timely topics.

LinkedIn Learning subscriptions are free through the IATSE Training Trust Fund for active IATSE members and those working under IATSE agreements. We strongly encourage all IATSE workers to apply for a LinkedIn Learning account for access to free training that will help you to participate in the IATSE's culture of continuous education.

For more information regarding your free LinkedIn Learning subscription please visit the IATSE Training Trust Fund Website at: <https://www.iatsetrainingtrust.org/lil>. To find the IATSE recommended courses listed below, simply type "IATSE" into the LinkedIn Learning search bar.



A "Learning Path" is a collection of courses created by LinkedIn Learning that focuses on a specific topic or career track. They include multiple courses by different expert

instructors to teach a variety of skills and information associated with that subject or profession. Once all the courses in a learning path have been taken, LinkedIn Learning generates a certificate of completion. **"How to Engage Meaningfully in Allyship and Anti-Racism"** is a LinkedIn Learning Path that includes some of the classes in the IATSE recommended course collection above. Other courses may be added to it over time. To view this Learning Path, go to: <https://www.linkedin.com/learning/paths/how-to-engage-meaningfully-in-allyship-and-anti-racism?u=56642593>.



Creating a culture of diversity, inclusion, and belonging in your local union, workplace, or personal life starts with you. The purpose of this section is to help you build a foundation of knowledge around common diversity, inclusion, and belonging terms and topics.

CONFRONTING BIAS: THRIVING ACROSS OUR DIFFERENCES ♦ Vernā Myers & Arianna Huffington ♦ 40 Minutes ♦ The primary trainer for this course, Vernā Myers, does a good job catering the class to all workers. From the beginning of the course, Myers stresses that it's everyone's responsibility to work towards creating an inclusive work environment. She addresses discomfort around confronting diversity & inclusion issues at work, unconscious bias, and the impact of microaggressions at work, all in an authentic way.

CULTIVATING CULTURAL COMPETENCE AND INCLUSION ♦ Mary Frances Winters ♦ 47 Minutes ♦ Creating an inclusive work environment that fosters belonging takes work, intention, and skill. Cultural Competence, or “the ability to engage and adapt across cultural differences”, is the primary skill presented here. In this course, Mary Frances Winters teaches workers about cultural competency, how to identify cultural bias, and how to improve one's own cultural competency. Self-assessment tools and concrete suggestions for improving cultural competency are also elaborated on.

DEALING WITH MICROAGGRESSIONS AS AN EMPLOYEE ♦ Toni Howard Lowe ♦ 54 Minutes In this worker-centered course, Workforce Inclusion Strategist Toni Howard Lowe, explains how to understand, manage, and respond to microaggressions in the workplace. Topics discussed include identifying three distinct types of microaggressions, recognizing the emotional and psychological impact of microaggressions, and building support. Though this course does not specifically address workers who are represented by a union, many of the skills and strategies are transferable.

INCLUSIVE MINDSET FOR COMMITTED ALLIES ♦ Dereca Blackmon ♦ 23 Minutes ♦ To outline the first steps toward developing an inclusive mindset and ultimately becoming a committed ally, Blackmon applies three basic principles: *be brave*, *be humble*, and *be dedicated*. At just under a half-hour long, *Inclusive Mindset for Committed Allies* can be completed in one sitting. But don't let the short duration fool you. This challenging and powerful course wastes no time diving into the complex and everchanging concept of allyship. Dereca Blackmon does a good job catering this course to all workers and individuals by framing allyship as an ongoing journey filled with self-reflection, education, and activism.

UNCONSCIOUS BIAS ♦ Stacey Gordan ♦ 23 Minutes ♦ *Unconscious Bias* is a great introductory lesson that can be completed in one sitting. This course is general and office-focused, but quickly and clearly defines terms such as *unconscious bias*, *affinity bias*, and much more.



The following section was created for IATSE workers and local leaders who aspire to create change in their local union or workplace by implementing diversity and inclusion programs and practices. Creating change comes in many forms and it will take time, commitment, and effort to see results. We hope that these courses will provide you with a good starting point to help you develop and ultimately achieve your goals.

ADVOCATING FOR CHANGE IN YOUR ORGANIZATION ♦ Dereca Blackmon ♦ 25 Minutes ♦

This course is great for anyone who wants to be an advocate for change in their local union or workplace. In just 25 minutes, Dereca Blackmon guides you through the process of becoming a change advocate by exploring topics like *developing an inclusive mindset*, *identifying champions and collaborators*, *accessing your organization's needs*, and much more. Remember, this course is meant to be a starting point. Advocating for change is a dynamic process that will take time and commitment to produce real results in your organization.

BYSTANDER TRAINING: FROM BYSTANDER TO UPSTANDER ♦ Catherine Matrice Zundel

41 Minutes ♦ A toxic workplace culture can be detrimental to the health and wellbeing of workers. In this course, presenter Catherine Matrice Zundel, teaches individuals how to evoke positive change at work by shifting from bystander to upstander. When taking this course, workers will be given clear and concise definitions of important terms such as bystander, upstander, and reinforcer. This course will also offer skills for how to handle various situations such as paraphrasing, asking questions, reframing, and being direct. Despite having a corporate focus, the course can be easily transferable to a union environment.

DIFFICULT CONVERSATIONS: TALKING ABOUT RACE AT WORK ♦ Kwame Christian ♦ 16

Minutes ♦ This course offers a valuable framework called the Compassionate Curiosity Framework. This framework is simple and instructive, and like all of these nuanced frames and applications, it takes practice! It can be used not only for tough conversations on race, but also applied far beyond.

DRIVING CHANGE AND ANTI-RACISM ♦ Kwame Christian ♦ 16 Minutes ♦

While this course was created for a corporate audience, the content is useful for anyone interested in driving change throughout their organizations. In this quick and information-packed course, presenter Kwame Christian will help listeners turn *passion into persuasion* by providing tools and techniques to effectively address structural inequalities at work through a framework of anti-racism.

HOW TO SUPPORT COLLEAGUES FROM UNDERREPRESENTED GROUPS ♦ Maxie McCoy

♦ 33 Minutes In this course, published author and facilitator of women's stories, Maxie McCoy, takes a practical, action-focused approach to offering support for our colleagues from underrepresented groups. Maxie challenges us to stay away from grand gestures, and instead, work to focus on simple acts of support and generosity to have the most impact. Maxie's approach to allyship asks listeners to recognize their own talents, resources, and privileges that can be used to support and uplift colleagues.

INCLUSIVE LEADERSHIP ♦ Dr. Shirley Davis ♦ 1 Hour ♦

Dr. Shirley Davis introduces this course by stating, "inclusive leaders create inclusive work environments" which in turn creates a better, healthier, and more productive organizational culture overall. Workers should be aware that the course was developed around for-profit businesses; however, many of the topics addressed are adaptable to a union setting, especially the discussion of leadership skills and culture change. The strongest, most applicable sections include: Ch. 1 Why Inclusive Leadership, Ch. 3 The Inclusive Leadership Model, and Ch. 4 Best Practices for Inclusive Organizations.

INCLUSIVE MINDSET ♦ Dereca Blackmon ♦ 55 Minutes ♦ If you enjoyed *Inclusive Mindset for Committed Allies*, we highly recommend taking Dereca Blackmon's newest course, *Inclusive Mindset*. While her original course focused on the foundations of building an inclusive mindset through allyship, Dereca's new course aims to bring the inclusive mindset ideology into the workplace to create lasting and meaningful change.

JUST ASK: KWAME CHRISTIAN ON DISCUSSING RACE ♦ Kwame Christian ♦ 22 Minutes ♦ In this Audio-Only, Question & Answer style course, presenter Kwame Christian, responds to questions about race from LinkedIn Learning members. The purpose of this course is to facilitate an open, honest discussion about race to combat discomfort and help to create meaningful change at work.

LEADING YOUR ORG ON A JOURNEY OF ALLYSHIP ♦ Vernā Myers ♦ 28 Minutes ♦ "Allyship is for you, if you care about fairness, equity, and excellence in your workplace." In this course, Inclusion Strategist and self-proclaimed 'Recovering Lawyer,' Vernā Myers, explores ways that you can be an ally in your personal and professional life. Throughout the course, Myers explains what allyship is and why allyship matters, while also providing allyship tools and practices for leaders. By using relatable scenarios, this class tackles the complex concept of allyship in an easily digestible format.

ROLLING OUT A DIVERSITY AND INCLUSION TRAINING PROGRAM IN YOUR COMPANY ♦ Dereca Blackmon ♦ 37 Minutes ♦ *Diversity is a fact and Inclusion is a practice.* This strong course provides useful information for anyone trying to establish a Diversity and Inclusion training program in their local union or workplace. Although the course is geared towards a corporate audience, the content is adaptable and provides listeners with tools on how to develop plans and cultivate support for a Diversity and Inclusion training program.

SKILLS FOR INCLUSIVE CONVERSATIONS ♦ Mary-Frances Winters ♦ 53 Minutes ♦ In this course, Winters discusses inclusivity in the workplace in a general way. It is about building good relationships and trust no matter if you're in an office or on a worksite. The course includes a few scenarios with some active themes. The instructor asks hard questions, takes a "tough love" approach, and emphasizes that you can't half do this; you must be ready to fully commit.

SUPPORTING THE WHOLE SELF AT WORK, A DIVERSITY AND INCLUSION IMPERATIVE ♦ The Big Think ♦ 31 Minutes ♦ Although this course was originally designed for corporate executives and leaders, it provides some useful insight into common diversity and inclusion issues that occur at work. Topics include being your authentic self at work, the concept of "covering", the gap between stated values and lived values, and how organizations can work on change both from the top down and the bottom up.

DISCUSSING RACISM WITH DR. CHRISTINA GREER ♦ Dr. Christina Greer ♦ 32 minutes ♦ "Racism impacts everyone - directly or indirectly." In this informative, conversational course, renowned author and educator Dr. Christina Greer provides listeners with a starting point for more productive, and "holistic" discussions about racism in personal and professional spaces. Topics include understanding why people are uncomfortable talking about race, ways to combat this discomfort, the impact of racism, and how to turn conversations into action. To further your knowledge, check out the "Resource Guide" exercise file that accompanies this course.

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

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LINKEDIN LEARNING SUBSCRIPTION APPLICATION

You must be an IATSE TTF Beneficiary to be eligible for this program. A TTF Beneficiary is an individual who is an active IATSE member or is working under an IATSE agreement. You will receive a confirmation email with your credentials once we've confirmed your eligibility for this free subscription service.

Email your application to lil@iatsetrainingtrust.org.

GENERAL INFORMATION			
LAST NAME		FIRST NAME	
DATE OF BIRTH		MM/DD/YY	
STREET ADDRESS		CITY	
STATE		ZIP CODE	
MAILING ADDRESS			
PERSONAL EMAIL ADDRESS		PHONE	
JOB INFORMATION			
IATSE UNION MEMBER		NON-MEMBER WORKING UNDER IATSE AGREEMENT	
<input type="radio"/> YES <input type="radio"/> NO		<input type="radio"/> YES <input type="radio"/> NO	
IATSE LOCAL #		PRIMARY JOB CLASSIFICATION	
IATSE TTF SAFETY FIRST! ONLINE COURSES		NEWSLETTER SUBSCRIPTION	
<input type="radio"/> CHECK HERE FOR A FREE IATSE TTF SAFETY FIRST! ONLINE COURSES ACCOUNT		<input type="radio"/> CHECK HERE TO SUBSCRIBE TO THE IATSE TTF NEWSLETTER	
CERTIFICATION			
<p><i>I certify that the information on this form is true and complete to the best of my knowledge. If asked, I agree to provide substantiation of the information I have given on this form. I agree and understand that the IATSE Training Trust Fund will share my name and contact information with my union and employer to verify my eligibility, enrollment status, and course completions. I also understand that the IATSE TTF will share my name, email address, and other personally identifiable information on this application with my Local Union LinkedIn Learning contact (aka Group Assistant). Group Assistants can create and assign customized Learning Paths and view member usage reports. I also understand that the IATSE TTF will share my name, email address, and other personally identifiable information on this application with the LMS manager, so they can email me my credentials.</i></p>			
APPLICANT SIGNATURE		TODAY'S DATE	

These policies are subject to change at any time by the trustees. The application and/or interpretation of these policies shall at all times be subject to the discretion of the trustees, to the fullest extent permitted by law.

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PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

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FORMULAIRE D'ABONNEMENT À LINKEDIN LEARNING

Vous devez travailler sous des ententes IATSE (ou être membre actif de l'IATSE) pour être admissible à ce service d'abonnement gratuit. Vous recevrez une confirmation par courriel avec vos identifiants une fois que nous aurons confirmé votre admissibilité aux avantages du Fonds de formation.

Cette application est destinée aux abonnements en anglais.

Présentez ce formulaire à lil@iatsetrainingtrust.org.

INFORMATION GÉNÉRALE			
NOM		PRÉNOM	
DATE DE NAISSANCE			
NO. CIVIQUE ET RUE		VILLE	
ADRESSE POSTALE		PROV	
ADRESSE COURRIEL		CODE POSTAL	
NUMÉRO DE TÉLÉPHONE			
INFORMATION D'EMPLOI			
MEMBRE DU SYNDICAT IATSE <input type="radio"/> OUI <input type="radio"/> NON		NON-MEMBRE TRAVAILLANT DANS LE CADRE DE L'ACCORD IATSE <input type="radio"/> OUI <input type="radio"/> NON	
SECTION LOCALE IATSE #		PRINCIPALE CLASSIFICATION DE MÉTIER	
IATSE TTF SAFETY FIRST! ONLINE COURSES		NEWSLETTER D'ABONNEMENT	
<input type="radio"/> VÉRIFIEZ ICI POUR UNE SÉCURITÉ IATSE TTF GRATUITE D'ABORD! COMPTE DE COURS EN LIGNE		<input type="radio"/> CONSULTEZ ICI POUR VOUS ABONNER À LA NEWSLETTER IATSE TTF	
ATTESTATION			
<p><i>Je certifie par la présente que les renseignements indiqués dans ce formulaire sont, à ma connaissance, véridiques et exacts. Si l'on me le demande, j'accepte de fournir les preuves en appui des renseignements indiqués dans ce formulaire. J'accepte et je comprends que le Fonds de formation de l'IATSE partagera mon nom et mes coordonnées avec mon syndicat et mon employeur pour vérifier mon admissibilité, mon statut d'inscription, et ma participation à l'intégralité et l'achèvement du cours. Je comprends aussi que le Fonds de formation IATSE partagera mon nom, adresse courriel, et autres renseignements personnels indiqués dans ce formulaire avec la personne-ressource de ma section locale responsable de LinkedIn Learning (c.-à-d., l'assistant de groupe). Les assistants de groupe peuvent créer et désigner des formations personnalisées ainsi que consulter des rapports de participation des membres.</i></p>			
SIGNATURE DU DEMANDEUR		DATE DE LA DEMANDE	

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