



## **THE IATSE DIVERSITY, INCLUSION, AND BELONGING LINKEDIN LEARNING PATH (2024)**

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

Learning Path reviews current thinking and best practices on essential topics such as bias in all its forms, cultural competence, communication, allyship, and accountability.

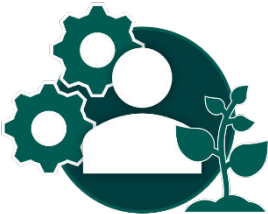
This Learning Path does not need to be taken in any particular order. There are many other courses available through LinkedIn Learning and other platforms exploring similar topics. While none of the courses are union-specific, they are all informative, valuable, vetted by the IATSE Education and Training Department, and approved based on their content and relevance to IATSE workers. The Learning Path 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. Newly added courses are marked with a ★



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 Diversity, Inclusion, and Belonging" into the LinkedIn Learning search bar.



### **PERSONAL GROWTH AND PROFESSIONAL**

**DEVELOPMENT:** 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 and 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 ♦ 1 hour Creating an inclusive work environment that fosters belonging takes work, intention, and skill. Cultural Competence, or the ability to recognize, 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 ♦ 53 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.

**DEVELOP INTERPERSONAL SKILLS FOR INCLUSIVE WORKPLACES** ♦ Dr. Sarah Soon-Ling Blackburn ♦ 42 Minutes ♦ *Diversity at work is nothing without inclusion.* Join Dr. Sarah Soon-Ling Blackburn as she delivers tools and techniques on how to develop interpersonal skills to foster inclusive work environments. This course will help increase your skills in self-awareness, deep listening, one-on-one communication, and cultivating inclusive meetings and group settings. Workers at all levels will benefit from the practical communication techniques provided in this course.

**EQUITY FIRST: THE PATH TO INCLUSION AND BELONGING** ♦ Mary-Frances Winters

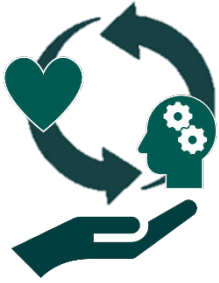
1 Hour 24 Minutes ♦ In this course, presenter Mary-Frances Winters explains the difference between equity and equality, and why we need both to create an inclusive work environment. Winters gives a new and refreshing perspective on how we can all be fair and equal. Topics discussed include gender equality, racial and ethnic equity, sexual orientation equity, and equity for people with disabilities.

**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, Dereca Blackmon applies three basic principles: Be Brave, Be Humble, and Be Dedicated. At 23 minutes, this course 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 ever-changing 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.

★ **INDIVIDUAL ACCOUNTABILITY FOR EQUITY AND INCLUSION** ♦ Dr. Nika White ♦ 56

Minutes ♦ Individual Accountability means *being fully responsible for your actions and the consequences of those actions*. Establishing workplace DEI initiatives are important, but how individuals show up and respond to those initiatives influence their effectiveness. Join Dr. Nika White as she explains the importance of individual accountability in creating equitable and inclusive workspaces, regardless of your organizational role. Topics include examining privilege, understanding impact and intent, amplifying others, and much more. Remember, everyone can play an active role in creating more equitable and inclusive workplaces.

**UNCONSCIOUS BIAS** ♦ Stacey Gordan ♦ 28 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.



**CREATING CHANGE** is a course collection curated 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.

**ADDRESSING UNCONSCIOUS BIAS AS A LEADER** ♦ Stacy Gordon ♦ 38 Minutes ♦ When faced with adversity, people look to leaders for guidance. Leaders are tasked with moving organizations forward, particularly when it comes to diversity, equity, and inclusion, but it can be difficult to know where to start. In *Addressing Unconscious Bias as a Leader* Stacy Gordon uses her four-phase framework – Awareness, Alignment, Action, and Advocacy – to move leaders from awareness of unconscious bias to acting against it.

**ADVOCATING FOR CHANGE IN YOUR ORGANIZATION** ♦ Dereca Blackmon ♦ 24 Minutes  
This course is great for anyone who wants to be an advocate for change in their local union or workplace. In just 24 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 ♦ 48 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.

★ **COMMUNICATING ABOUT CULTURALLY SENSITIVE ISSUES** ♦ Kwame Christian ♦ 32 minutes ♦ Learn how to *communicate respectfully and connect authentically* at work with Kwame Christian, CEO of the American Negotiation Institute. Effective communication is key to creating change at work, but initiating thoughtful conversations about culturally sensitive issues can be intimidating. In this course, Kwame Christian will help you build self-awareness and skills to navigate conversations about culturally sensitive topics and to generally communicate in a more culturally sensitive way.

**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.

**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.

**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 Chapter 1, *Why Inclusive Leadership*; Chapter 3, *The Inclusive Leadership Model*; and Chapter 4, *Best Practices for Inclusive Organizations*.

**INCLUSIVE MINDSET** ♦ Dereca Blackmon ♦ 52 Minutes ♦

If you enjoyed *Inclusive Mindset for Committed Allies*, we highly recommend taking Dereca Blackmon’s follow-up course, *Inclusive Mindset*. While *Inclusive Mindset for Committed Allies* focused on the foundations of building an inclusive mindset through allyship, this 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 ♦ 27 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.

## ★ PRACTICING DIVERSITY AND INCLUSION IN MEDIA AND ENTERTAINMENT ♦

Ashley Kennedy ♦ 56 Minutes ♦ The Media and Entertainment Industry has the power to shape ideas, values, and perspectives. This is a major responsibility that highlights the importance of cultivating strong Diversity, Equity, and Inclusion practices in media and entertainment work. In this course, instructor Ashley Kennedy explores the history and progress of DEI in media and entertainment, the value of representation in entertainment projects, positive DEI initiatives in the industry, hiring a crew with DEI at the forefront, and much more. The course content is geared toward employers but can be easily applied to a union setting.

## 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, instructor Mary-Frances 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.

**UNDERSTANDING AND SUPPORTING ASIAN EMPLOYEES** ♦ Dr. Sarah Soon-Ling Blackburn 50 Minutes ♦ In this thought-provoking, personal course, Dr. Sarah Soon-Ling Blackburn shares her experience as an Asian woman to help us better understand the stereotypes Asian employees face at work, as well as how we can avoid perpetuating them. The Asian community is not a monolith. Each person has different lived experiences, even if they are from the same place. Dr. Blackburn does a great job of explaining how we can create a culture of inclusion while giving us tools to build a more inclusive workplace through respectful language and delivery.