



VRSA
Virginia Risk Sharing Association

VRSA Inclusion Residency Pre-Session Reading Materials

Topic: Achieving A Shared Understanding (Diversity & Inclusion)

September 23, 2021



Diversity and inclusion: The reality gap

Leading organizations now see diversity and inclusion as a comprehensive strategy woven into every aspect of the talent life cycle to enhance employee engagement, improve brand, and drive performance.

- Executives citing inclusion as a top priority has risen 32%
- 69% of executives rate inclusion an important issue
- 38% of inclusion efforts are led by the CEO

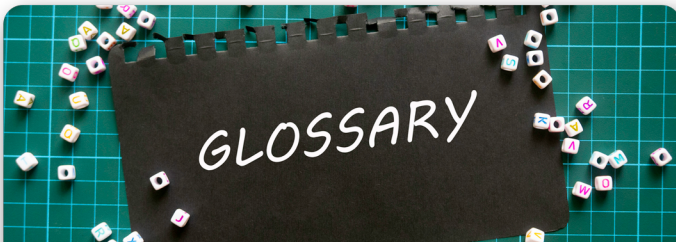
Read the article [here](#).



The diversity and inclusion revolution: Eight powerful truths

1. Diversity of Thinking Is the New Frontier
2. Diversity Without Inclusion Is Not Enough
3. Inclusive Leaders Cast A Long Shadow
4. Middle Managers Matter
5. Rewire the System To Rewire Behaviors
6. Tangible Goals Make Ambitions Real
7. Match the Inside and the Outside
8. Perform A Culture Reset, Not a Tick The Box Program

Read the article [here](#).



Equity, Diversity & Inclusion: A Glossary of Terms

Developed by the University of Washington, School of Public Health is designed to encourage a common understanding and use of terminology. The glossary is updated on an annual basis to ensure that the content reflects the evolution of language.

Read the glossary [here](#).

CEO **ACTION** FOR
DIVERSITY & INCLUSION

TAKE THE QUIZ



Ad Council: Questions to Self-Reflect

Questions to Self-Reflect

- Since implicit bias lives in our subconscious, it can be hard to spot. Sometimes, all we need is a moment to pause and reflect honestly on our thoughts and behaviors. These questions can help you recognize areas of bias and how they might affect relationships with others.

Take the quiz [here](#).

Website to Explore

- [CEO Action for Diversity and Inclusion Pledge](#)