



VRSA
Virginia Risk Sharing Association

VRSA Inclusion Residency Pre-Session Reading Materials

Topic: Inclusivity and Governing Body Practices

October 14, 2021

**Harvard
Business
Review**

Getting Serious About Diversity: Enough Already with the Business Case

Increasing diversity does not, by itself, increase effectiveness; what matters is how an organization harnesses diversity, and whether it's willing to reshape its power structure. And despite all the rhetoric about the value of diversity, white women and people of color remain seriously underrepresented in many industries and in most companies' senior ranks.

Read the article [here](#).

**Deloitte
Review**

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](#).