

# INCLUSION RESOURCES

Resources are to help educate, raise awareness and foster inclusivity to support our goal of preparing all youth for lives of purpose and impact.

Information Includes Inclusion Resources for: General Inclusion Awareness: Allyship, Being an Upstander; Cultural Competence, Microaggressions and Unconscious Bias and on Diverse Identities: Ability, Race & Ethnicity, Gender, Religion, LGBTQ+, Veterans, as well as resources that are geared toward youth.

*Our goal is to be welcoming to and inclusive of all youth and Scouters. These resources are to help empower Scouters to support our youth members and one another.*

*\*Inclusion of available resources is for reference only and does not denote endorsement by Scouting America.*

TOPIC:					
<b>CRISIS HOTLINES</b>	CATEGORY	TITLE	DETAILS & FORMAT	NUMBER	SUMMARY OVERVIEW
	Talk and text line	Suicide & Crisis Lifeline	Phone #	988	Nationwide number for the Suicide & Crisis Lifeline in the United States. Connects individuals to a network of crisis centers for immediate support and assistance.
	Text line	Crisis Text Line	Phone #	TEXT: HOME to 741741	Global nonprofit organization providing free and confidential text-based mental health support and crisis intervention by texting HOME to 741741. Every texter is connected with a crisis counselor, a real-life human.
		SAMHSA National Helpline	Phone #	1-800-662-HELP (4357)	Provides 24/7, confidential treatment referral and information service for individuals facing mental and/or substance use disorders.
	Talk-line	TransLifeline	Phone #	1-877-565-8860	Hotline number for Trans Lifeline, a peer support phone service run by trans people for trans and questioning peers. Provides emotional and financial support to trans people in crisis.
	Trevor LGBTQ+ National Youth Talkline	Phone #	1-800-246-7743	Hotline number for The Trevor Project's TrevorLifeline, a crisis intervention and suicide prevention phone service available 24/7 for LGBTQ+ youth.	
	CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
		3 Ways To Be A Better Ally In The Workplace   Melinda Epler	Video	<a href="#">Three Ways To Be A Better Ally In The Workplace   Melinda Epler</a>	Actionable strategies for being a better ally to marginalized groups in the workplace.
	Allyship	Guide To Allyship	Article	<a href="https://guidetoallyship.com/">https://guidetoallyship.com/</a>	Comprehensive information on how to be an effective ally, including definitions, behaviors, and actions that support marginalized communities.
		Stronger Together	Video	<a href="https://www.youtube.com/watch?v=Kcotl7vRbYY">https://www.youtube.com/watch?v=Kcotl7vRbYY</a>	The importance of seeing the world from different perspectives so that we can all stand together as allies.
	What is an Ally? 7 Examples	Article	<a href="https://www.themuse.com/advice/what-is-an-ally-7-examples">https://www.themuse.com/advice/what-is-an-ally-7-examples</a>	What it means to be an ally - offering seven examples of allyship in action to help readers understand and implement supportive behaviors.	

**GENERAL DEI RESOURCES**

Belonging	Belonging in Scouting	Video	<a href="https://www.youtube.com/watch?v=NdJzIBq0FYs">https://www.youtube.com/watch?v=NdJzIBq0FYs</a>	A young Syrian struggles to find his identity. He eventually discovers that the bond he makes between his foreigner friends in Paris is similar to the ones he made while scouting.
Cultural Competence	Creating Cultural Competency	Video	<a href="#">Video 1: What is Cultural Competence? (youtube.com)</a>	Cultural competence, its importance and guidance on how to develop and enhance cultural awareness and sensitivity.
Emotional Intelligence	13 Emotional Intelligence Activities, Exercises, & PDF's	Article	<a href="https://positivepsychology.com/emotional-intelligence-exercises/">https://positivepsychology.com/emotional-intelligence-exercises/</a>	Various exercises designed to improve emotional intelligence, helping individuals better understand and manage their emotions and relationships.
	19 Ways to Build Social-Emotional Intelligence in Kids & Teens	Article	<a href="https://www.heysigmund.com/social-emotional-intelligence/">https://www.heysigmund.com/social-emotional-intelligence/</a>	Empathy, active listening, and emotional regulation, and their importance in fostering healthy relationships and personal development.
Empathy	5 Skills to Help You Develop Emotional Intelligence	Article	<a href="https://markmanson.net/emotions/emotional-intelligence-skills">https://markmanson.net/emotions/emotional-intelligence-skills</a>	Key emotional intelligence skills, their importance and how to develop them to improve personal and professional relationships.
	Dr Brené Brown: Empathy vs Sympathy	Podcast	<a href="https://twentyonetoys.com/blogs/teaching-empathy/brene-brown-empathy-vs-sympathy">https://twentyonetoys.com/blogs/teaching-empathy/brene-brown-empathy-vs-sympathy</a>	Four steps to show empathy and how it helps build stronger connections.
Feedback Model	How to Use Situation-Behavior-Impact to Explore Intent vs. Impact	Article	<a href="#">Intent vs. Impact</a>	Overview of the SBI (Situation-Behavior-Impact) model for giving clear feedback by focusing on specific situations, behaviors, and their impacts.
Imposter Syndrome	What Is Imposter Syndrome & How Can You Combat It?	Video	<a href="https://www.youtube.com/watch?v=ZQUxL4Jm1Lo">https://www.youtube.com/watch?v=ZQUxL4Jm1Lo</a>	The psychology behind imposter syndrome, and tips on how to combat feelings of doubt in your accomplishments.
Inclusion as a Competitive Advantage	10 Reasons Why Inclusion Is A Competitive Advantage	Article	<a href="https://hbr.org/2023/10/10-reasons-why-inclusion-is-a-competitive-advantage">https://hbr.org/2023/10/10-reasons-why-inclusion-is-a-competitive-advantage</a>	Ten reasons why fostering inclusion provides a competitive edge for businesses.
Inclusive Language	Inclusive Language Guide American Psychological Association	Guide	<a href="#">Inclusive Language Guidelines (apa.org)</a>	Guidelines for using inclusive language to foster respect and understanding across diverse groups.
Inclusion of Non-Native English Speakers in the Workplace	8 Ways to Create a Caring Culture in the Workplace for Nonnative English Speakers	Article	<a href="https://blog.avilar.com/2022/07/20/8-ways-to-create-a-caring-culture-in-the-workplace/">https://blog.avilar.com/2022/07/20/8-ways-to-create-a-caring-culture-in-the-workplace/</a>	Steps to take to create a caring culture for Nonnative English speakers.
Intersectionality	Kimberlé Crenshaw: The Urgency of Intersectionality	Video	<a href="#">Kimberlé Crenshaw: The urgency of intersectionality   TED Talk</a>	The concept of intersectionality and its importance in understanding how various forms of discrimination overlap and impact marginalized individuals.
Judgement	A Clever Lesson About Not Judging Others	Video	<a href="https://www.youtube.com/watch?v=bAfg6yLdXLU">https://www.youtube.com/watch?v=bAfg6yLdXLU</a>	A story highlighting the importance of not judging others based on first impressions or assumptions.
	This is Who You Are	Video	<a href="https://www.youtube.com/watch?v=BbO9K0tdhuU">https://www.youtube.com/watch?v=BbO9K0tdhuU</a>	Despite the many labels that we can use to divide us, our connection is so simple and greater than all of these.
Overcoming Bias	How To Overcome Our Biases? Walk Boldly Toward Them   Verna Meyers	Video	<a href="#">How to Overcome Biases   Verna Meyers</a>	Practical methods for recognizing and overcoming personal biases.
Personal Development	Dr. Maya Angelou's 3-Word Secret To Living Your Best Life	Video	<a href="https://www.youtube.com/watch?v=sr6LMr-rXEc">https://www.youtube.com/watch?v=sr6LMr-rXEc</a>	"Just do right". Advice for what we can do to keep moving it forward.

	Being an Upstander	10 Ways To Be An Upstander	Handout	<a href="#">10 Ways To Be an Upstander</a>	Outlines ten practical actions individuals can take to be an upstander.
		Becoming an Upstander	Article	<a href="https://www.togetheragainstbullying.org/tab/changing-behavior/becoming-an-upstander">https://www.togetheragainstbullying.org/tab/changing-behavior/becoming-an-upstander</a>	How to become an upstander and upstander qualities.
	Vulnerability	The Power of Vulnerability- Brene Brown	Video	<a href="#">Brené Brown: The power of vulnerability   TED Talk</a>	Brené Brown TED Talk on the significance of vulnerability in personal growth and connection.
	Workplace Diversity	The Diversity & Inclusion Revolution: 8 Powerful Truths- Deloitte	Article	<a href="#">Eight truths about diversity and inclusion at work   Deloitte Insights</a>	Insights and strategies for fostering a more inclusive and equitable work environment.

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<b>DEI COST-FREE ASSESSMENTS &amp; TRAINING</b>	D&I in the Workplace	USF D&I Certificate Training	Certificates & Training	<a href="https://www.usf.edu/business/certificates/diversity-equity-inclusion/">https://www.usf.edu/business/certificates/diversity-equity-inclusion/</a>	Info on free D&I certificate program offered by the University of South Florida
	DEI in the Workplace	Diversity & Inclusion in the Workplace	Training	<a href="https://www.coursera.org/learn/diversity-inclusion-workplace">https://www.coursera.org/learn/diversity-inclusion-workplace</a>	How to harness diversity for improved workplace performance and innovation.
	DEI in the Workplace	Optimizing Diversity On Teams	Training	<a href="https://www.coursera.org/learn/diverse-teams">https://www.coursera.org/learn/diverse-teams</a>	Learn what diversity is, and how to use it to maximize team performance, innovation and creativity.
	Inclusive Leadership	Effective Communication & Inclusive Leadership	Training	<a href="#">Catalyst Inclusive Leadership Training</a>	Free course on developing leadership skills through effective communication and inclusive practices.
	Unconscious Bias	Project Implicit	Self-Assessments	<a href="#">Take a Test (Harvard. Edu)</a>	Offers online tests and assessments to help individuals recognize their own implicit biases .

	CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
	Inclusion of Youth with ADHD	ADHD Resource Center	Org Web Page	<a href="https://www.aacap.org/aacap/Families_and_Youth/Resource_Centers/ADHD_Resource_Center/Home.aspx">https://www.aacap.org/aacap/Families_and_Youth/Resource_Centers/ADHD_Resource_Center/Home.aspx</a>	Facts, resources, videos, books
		Australian Government Dept of Education	Website	<a href="https://www.adcet.edu.au/inclusive-teaching/specific-disabilities/adhd">https://www.adcet.edu.au/inclusive-teaching/specific-disabilities/adhd</a>	Definitions, impact, instruction strategies
	ADHD Awareness	ADHD in Women And Girls	Video	<a href="#">ADHD in Girls and Women   Martha Barnard-Rae   TEDxKinjarling (youtube.com)</a>	The unique challenges and experiences of girls and women with ADHD, (and the differences in diagnosis and treatment compared to boys and men).
	Autism Society of America	Website for "Autism Society of America"	Website	<a href="https://autismsociety.org/">https://autismsociety.org/</a>	Education and resources for support of individuals with Autism.
	Inclusion of Blind Individuals	Australian Government Dept of Education	Website	<a href="https://www.adcet.edu.au/inclusive-teaching/specific-disabilities/blind-vision-impaired">https://www.adcet.edu.au/inclusive-teaching/specific-disabilities/blind-vision-impaired</a>	Inclusion and teaching strategies.
	Inclusion of Blind Employees	How to Create an Inclusive Workplace for Blind Employees	Articles	<a href="https://www.inclusionhub.com/articles/how-to-create-an-inclusive-workplace-for-blind-employees">https://www.inclusionhub.com/articles/how-to-create-an-inclusive-workplace-for-blind-employees</a>	Establishing an inclusive workplace for blind and vision-impaired employees starts with organizational culture followed by the right accommodations and training.

ABILITIES					
ABILITIES	Inclusion of Deaf Employees	Creating Inclusive Workplaces with Deaf Employees	Article	<a href="https://inclusivehealthycommunities.org/creating-inclusive-workplaces-with-deaf-employees/">https://inclusivehealthycommunities.org/creating-inclusive-workplaces-with-deaf-employees/</a>	Four Strategies for Creating an Inclusive Workplace for Deaf Employees.
		7 Ways to Create Inclusive Workplaces for Deaf Employees	Article	<a href="https://www.adecogroup.com/future-of-work/latest-insights/7-ways-to-create-inclusive-workplaces-for-deaf-employees">https://www.adecogroup.com/future-of-work/latest-insights/7-ways-to-create-inclusive-workplaces-for-deaf-employees</a>	Seven ways to make the workplace deaf accessible.
	Disability Awareness	Lesa Bradshaw - Including Disabilities In The D&I Conversation	Podcast	<a href="#">Including Disabilities in the D&amp;I Conversation</a>	TEDx speaker and disability expert, Lesa Bradshaw, shares her humorous approach to diversity with tangible strategies to be an ally for those with disabilities.
		Cultivate Respectful Disability Awareness (One Circle Foundation)	Handout	<a href="#">Cultivate Respectful Disability Awareness</a>	Guidelines for fostering respectful disability awareness.
	Inclusion of Individuals with Down Syndrome	Inclusion & Disability Recommended Reading	Book List	<a href="#">Inclusion &amp; Disability Reading List</a>	A curated list of books that emphasize inclusion and disability awareness.
		Down Syndrome Resource Foundation	Website	<a href="https://www.dsrf.org/resources/blog/inclusion/">https://www.dsrf.org/resources/blog/inclusion/</a>	Articles, interviews, resources and tips.
Neurodiversity	Neurodiversity- The Key That Unlocked My World	Video	<a href="#">Neurodiversity – the key that unlocked my world   Elisabeth Wiklander</a>	Elisabeth Wiklander shares her personal journey with neurodiversity, and how embracing her unique neurological makeup has positively impacted her life.	

CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
Cultural Education	10 Ways to Learn More about Other Cultures	Article	<a href="https://www.shrm.org/topics-tools/news/inclusion-diversity/10-ways-to-learn-cultures">https://www.shrm.org/topics-tools/news/inclusion-diversity/10-ways-to-learn-cultures</a>	Approaches to learning about diverse cultures.
	10 Honorable Ways to Learn about Another Culture	Article	<a href="https://www.r2hub.org/library/10-honorable-ways-to-learn-about-another-culture">https://www.r2hub.org/library/10-honorable-ways-to-learn-about-another-culture</a>	
	Let's Talk about Understanding Different Cultures	Video	<a href="https://youtu.be/TWrhWTQXl6Y">https://youtu.be/TWrhWTQXl6Y</a>	Ted Talk on respecting cultural differences.
Inclusion of AAPI in the Workplace	Asian American & Pacific Islander Diversity & Inclusion in the Workplace	Article	<a href="https://www.peoplescout.com/insights/asian-american-pacific-islander-diversity-inclusion-in-the-workplace/">https://www.peoplescout.com/insights/asian-american-pacific-islander-diversity-inclusion-in-the-workplace/</a>	Inclusive workplace practices.
Inclusion of AAPI	The Top Asian American and Pacific Islander Heritage Month Speakers for 2024	Video	<a href="https://www.youtube.com/watch?v=ICU9f7reABY">https://www.youtube.com/watch?v=ICU9f7reABY</a>	Inspirational stories.
Inclusion of AAPI/Combating AAPI Racism	We Need to Talk About Asian Hate	Video	<a href="#">Exciting New Discovery (youtube.com)</a>	Awareness and actions to combat AAPI racism.
Inclusion of Biracial Youth	Developing a sense of belonging among biracial individuals	Article	<a href="https://link.springer.com/article/10.1007/s43545-023-00770-z">https://link.springer.com/article/10.1007/s43545-023-00770-z</a>	A case study exploring the social context.
Inclusion - Importance of Black Youth	Supporting Our Future: The Importance of Youth in the Black Community and the Need for Community Engagement	Article/Blog Post	<a href="https://www.linkedin.com/pulse/supporting-our-future-importance-youth-black-community-knight/">https://www.linkedin.com/pulse/supporting-our-future-importance-youth-black-community-knight/</a>	the importance of youth, their impact on the Black community, and the need for inclusive community discussions to nurture their potential and create lasting change.
Inclusion and Well Being of Black Youth	20 "Simple Things" to Centre Black Youth Well-Being	Fact Sheet	<a href="https://youthrex.com/wp-content/uploads/2024/05/YouthREX-FS-20-Simple-Things-to-Centre-Black-Youth-Wellbeing.pdf">https://youthrex.com/wp-content/uploads/2024/05/YouthREX-FS-20-Simple-Things-to-Centre-Black-Youth-Wellbeing.pdf</a>	Practices to combat black racism.

<b>ETHNICITY &amp; RACE</b>	Inclusion of Black Employees	How to Build an Inclusive Workforce for Black Employees?	Article	<a href="https://www.cogentinfo.com/resources/how-to-build-an-inclusive-workforce-for-black-employees">https://www.cogentinfo.com/resources/how-to-build-an-inclusive-workforce-for-black-employees</a>	8 Strategies for Building an Inclusive Workforce for Black Employees.
	Inclusion of Blacks	Supporting Our Black/African-American Communities	Toolkit	<a href="https://equity.ucla.edu/toolkits/supporting-our-black-african-american-communities/">https://equity.ucla.edu/toolkits/supporting-our-black-african-american-communities/</a>	Toolkit provides a curated overview of the history, culture, and contributions of Black/African-American people in the United States.
	Inclusion of Immigrants	Who Are Immigrants (and Resources)	Article and Links	<a href="https://libguides.sullivan.edu/Diversity_Inclusion/Immigrants">https://libguides.sullivan.edu/Diversity_Inclusion/Immigrants</a>	Who are Immigrants? Data and resources.
	Inclusion of Indigenous Peoples	5 actions to facilitate the social inclusion of indigenous displaced people.	Article	<a href="https://americas.iom.int/en/blogs/5-actions-facilitate-social-inclusion-indigenous-displaced-people">https://americas.iom.int/en/blogs/5-actions-facilitate-social-inclusion-indigenous-displaced-people</a>	5 actions to facilitate the social inclusion of indigenous displaced people.
		Native American/Indigenous Inclusion and Belonging	Article	<a href="https://diversity.uic.edu/diversity-education/native-american-indigenous-inclusion-and-belonging/">https://diversity.uic.edu/diversity-education/native-american-indigenous-inclusion-and-belonging/</a>	Promoting Belonging of Indigenous peoples.
	Indigenous Voices	All My Relations Podcast	Podcast	<a href="https://www.allmyrelationspodcast.com/">https://www.allmyrelationspodcast.com/</a>	Explores Native American relationships to land, community, and culture.
	Investing in Latino Youth	Investing in Latino children and youth—the future strength of the US	Article	<a href="https://www.brookings.edu/articles/investing-in-latino-children-and-youth-the-future-strength-of-the-us/">https://www.brookings.edu/articles/investing-in-latino-children-and-youth-the-future-strength-of-the-us/</a>	Education.
	Investing/the Needs of Latino Youth	Latino Child Health Initiative Report	Report	<a href="https://childrenatrisk.org/wp-content/uploads/2024/03/2024-Latino-Child-Health-Report.pdf">https://childrenatrisk.org/wp-content/uploads/2024/03/2024-Latino-Child-Health-Report.pdf</a>	Actions needed - some of which Scouting can readily address!
	Inclusion of Latinos in the Workplace	Hispanic and Latinx Diversity and Inclusion in the Workplace	Article	<a href="https://www.peoplescout.com/insights/hispanic-and-latinx-diversity-and-inclusion/">https://www.peoplescout.com/insights/hispanic-and-latinx-diversity-and-inclusion/</a>	Understanding the demographics and dimensions of the Latino community.
	Inclusion of Latinos	Latino Inclusion Landscape	Article	<a href="https://unidosus.org/wp-content/uploads/2024/07/unidosus_latinoinclusionlandscape.pdf">https://unidosus.org/wp-content/uploads/2024/07/unidosus_latinoinclusionlandscape.pdf</a>	Demographics, trends and helpful hints.
		Inclusion, information and intersection	Report	<a href="https://www.nielsen.com/insights/2021/inclusion-information-and-intersection/">https://www.nielsen.com/insights/2021/inclusion-information-and-intersection/</a>	"The Truth" about connecting with Latinos.
	Microaggressions	Racial Microaggressions In Everyday Life	Article	<a href="https://www.contentstack.io/excerpts-from-racial-microaggressions-in-everyday-life">excerpts from: RACIAL MICROAGGRESSIONS IN EVERYDAY LIFE (contentstack.io)</a>	Excerpts on understanding and recognizing racial microaggressions in daily interactions, along with their impacts on marginalized communities.
	Prejudice	Confronting Prejudice: How To Protect Yourself And Help Others	Article	<a href="https://www.anti-racism.org.uk/confronting-prejudice-how-to-protect-yourself-and-help-others">Confronting Prejudice: How to Protect Yourself and Help Others</a>	Strategies for recognizing and confronting prejudice, with tips on protecting oneself and supporting others.
	Racial Literacy	Priya Vulchi & Winona Guo: What It Takes To Be Racially Literate	Video	<a href="https://www.ted.com/talks/priya-vulchi-and-winona-guo-what-it-takes-to-be-racially-literate">Priya Vulchi and Winona Guo: What it takes to be racially literate   TED Talk</a>	The importance of racial literacy.
	Racism Awareness	6 Ways To Be Antiracist, Because Being 'Not Racist' Isn't Enough	Article	<a href="https://mashable.com/article/how-to-be-antiracist">https://mashable.com/article/how-to-be-antiracist</a>	Provides resources and actionable tips for promoting racial equity and justice in everyday life.

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	Female Education	Resources on Inclusion of Girls and Women	Reports, Websites	<a href="https://salevefoundation.org/reports/">https://salevefoundation.org/reports/</a>	Framework documents and websites with information on girls' education.
	Gender Inclusion in the Workplace	Building a More Gender Inclusive Environment - Focus on Culture and Policies	LI Article	<a href="https://www.linkedin.com/pulse/building-more-gender-inclusive-environment-focus-culture-olusola/">https://www.linkedin.com/pulse/building-more-gender-inclusive-environment-focus-culture-olusola/</a>	Information and actionable ideas.

<b>GENDER</b>	Girl Empowerment	Empowering Girls in STEM	Article	<a href="https://edventures.com/blogs/stempower/10-resources-to-help-you-empower-girls-in-stem">https://edventures.com/blogs/stempower/10-resources-to-help-you-empower-girls-in-stem</a>	10 Resources to Help You Empower Girls in STEM.
	Inclusion of All	No More Boys and Girls: How to Combat Gender Stereotypes	Article	<a href="https://thinkorblue.com/gender-stereotypes-in-schools/">https://thinkorblue.com/gender-stereotypes-in-schools/</a>	Action-oriented ideas
	Inclusion of Girls	Girls and outdoor play: looking for more equality and equity	Article	<a href="https://urbanspringtime.blogspot.com/2022/05/girls-in-public-space.html">https://urbanspringtime.blogspot.com/2022/05/girls-in-public-space.html</a>	Historical info and ideas on how to evolve.
	Inclusion of Women in the Workplace	Women in the Workplace: Creating a Culture of Equity & Inclusion	Article	<a href="https://www.thinkherrmann.com/whole-brain-thinking-blog/women-in-the-workplace-creating-a-culture-of-equity-inclusion">https://www.thinkherrmann.com/whole-brain-thinking-blog/women-in-the-workplace-creating-a-culture-of-equity-inclusion</a>	Research and tips for creating an inclusive environment that fosters success among women at all levels.
		10 tips to create a more inclusive workplace for women	Article	<a href="https://www.bill.com/blog/inclusive-workplace-for-women">https://www.bill.com/blog/inclusive-workplace-for-women</a>	Tips for how small and midsize businesses (SMBs) can build a more gender inclusive environment.
Inclusion of Transwomen	5 Things to Know to Make Your Feminism Trans-Inclusive	Article	<a href="https://www.hrc.org/resources/5-things-to-know-to-make-your-feminism-trans-inclusive">https://www.hrc.org/resources/5-things-to-know-to-make-your-feminism-trans-inclusive</a>	Education and steps to be inclusive.	

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<b>GENERATIONS</b>	Inclusive Hiring	How to Hire and Maintain a Strong Multigenerational Workforce	Article	<a href="https://beaconhillstaffing.com/resources/how-to-hire-and-maintain-a-strong-multigenerational-workforce">https://beaconhillstaffing.com/resources/how-to-hire-and-maintain-a-strong-multigenerational-workforce</a>	Generational Considerations
		Managing Tips for a Multigenerational Workforce: From Baby Boomers to Gen Z	Article	<a href="https://www.business.com/articles/hiring-multigenerational-workforce/">https://www.business.com/articles/hiring-multigenerational-workforce/</a>	Understanding how generations influence how people communicate, think and work.
		How to Manage a Multi-Generational Team	Article	<a href="https://hbr.org/2021/08/how-to-manage-a-multi-generational-team">https://hbr.org/2021/08/how-to-manage-a-multi-generational-team</a>	Learn how to appreciate unique generational preferences, habits, and behaviors
	Inclusive Management	A Guide to Leading an Effective Multi-Generational Workforce	Article	<a href="https://www.shrm.org/enterprise-solutions/insights/guide-to-leading-multi-generational-workforce">https://www.shrm.org/enterprise-solutions/insights/guide-to-leading-multi-generational-workforce</a>	Understanding each generation’s journey—while challenging stereotypes about generational preferences.
		Best Practices for Engaging a Multigenerational Workforce	Article	<a href="https://hbr.org/2023/10/best-practices-for-engaging-a-multigenerational-workforce">https://hbr.org/2023/10/best-practices-for-engaging-a-multigenerational-workforce</a>	Helpful hints on unleashing the potential of the multigenerational workforce.
	Managing More Experienced Workers	Bridging the generational gap in the workplace	Ted Talk	<a href="https://www.youtube.com/watch?v=ZzgSJMAY6DA">https://www.youtube.com/watch?v=ZzgSJMAY6DA</a>	Understanding the behavior patterns of each generation and the underlying value system- to create awareness of where we need to adapt to pave the way for the next generation of leaders.
		6 Tips To Manage More Experienced Employees	Article	<a href="https://theyberguild.org/blog-posts/6-tips-to-manage-more-experienced-employees/">https://theyberguild.org/blog-posts/6-tips-to-manage-more-experienced-employees/</a>	Managing more experienced employees.
		7 Tips for Young Managers With More Experienced Employees	Article	<a href="https://www.uschamber.com/co/grow/thrive/tips-for-managing-experienced-employees">https://www.uschamber.com/co/grow/thrive/tips-for-managing-experienced-employees</a>	
		10 Tips for Younger Managers to Effectively Lead Older Employees	Article	<a href="https://www.linkedin.com/pulse/10-tips-younger-managers-effectively-lead/">https://www.linkedin.com/pulse/10-tips-younger-managers-effectively-lead/</a>	Tips for younger managers to effectively lead and uplift their older employees.

	CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
	Allyship	2024 Guide To Being An Ally to Trans And Nonbinary Young People	Guide	<a href="#">2024 Guide To Being An Ally to Trans and Nonbinary Young People</a>	Information and strategies on how to effectively support and be an ally to trans and nonbinary young people.

**LGBTQ+**

Coming Out	Coming Out: A Handbook For LGBTQ Young People	Handbook	<a href="#">Coming Out: A Handbook for LGBTQ Young People</a>	A handbook designed to help LGBTQ young people navigate the process of coming out, offering advice and resources for support.
Family Support	Faith in Our Families 2024   PFLAG	Guide	<a href="#">Faith-in-Our-Families-2024.pdf (pflag.org)</a>	A resource from PFLAG that focuses on how families can support their LGBTQ members, emphasizing the role of faith and community.
Inclusive Language	LGBTQ+ Language Do's and Don'ts	Handout	<a href="#">SZP-Language-DO-DONT-Handout.pdf (thesafezoneproject.com)</a>	Outlines appropriate and inappropriate language when discussing LGBTQ issues.
Intersex Awareness	Intersex 101	Handout	<a href="#">Intersex 101 Handout (Double Sided Posters) (interactadvocates.org)</a>	Provides basic information about intersex individuals and how to support them.
LGBTQ+ Acceptance	Accelerating Acceptance 2023 Report   GLAAD	2023 Report	<a href="#">Accelerating-Acceptance-2023.pdf (glaad.org)</a>	A report from GLAAD discussing the current state of acceptance for LGBTQ individuals and strategies for accelerating societal acceptance.
LGBTQ+ Advocacy	GLAAD	Website	<a href="https://glaad.org/">https://glaad.org/</a>	GLAAD works to ensure fair, accurate, and inclusive representation of LGBTQ+ people in the media, offering resources, news, and ways to support their mission.
LGBTQ+ Advocacy	Human Rights Campaign	Website	<a href="https://www.hrc.org/">https://www.hrc.org/</a>	Resources, news, and ways to support advocacy efforts for LGBTQ+ equality and rights.
LGBTQ+ Education	S.O.G.I.E. Handbook	Handbook	<a href="https://onecirclefoundation.org/media/pdfs/SOGIE_Handbook.pdf">https://onecirclefoundation.org/media/pdfs/SOGIE_Handbook.pdf</a>	Comprehensive guidance on Sexual Orientation, Gender Identity, and Expression (SOGIE), including educational resources, best practices, and strategies.
LGBTQ+ Educational Support	GLSEN	Website	<a href="https://www.glsen.org/">https://www.glsen.org/</a>	Resources, research, and programs to promote a positive school climate for LGBTQ+ students.
LGBTQ+ Family Support	PFLAG (Great resources on SO many topics!)	Website	<a href="#">Homepage - PFLAG</a>	An organization that provides comprehensive education and resources for support of LGBTQ+ individuals and their families.
LGBTQ+ Student Support	10 Back to School Tips for LGBTQ Students   GLSEN	Guide	<a href="#">GLSEN Back to School Tips Resource 2019.pdf</a>	A resource from GLSEN offering tips and strategies for creating a supportive and inclusive school environment for LGBTQ students.
LGBTQ+ Support	Our Trans Loved Ones   PFLAG	Guide	<a href="#">OTLO 2023 FINAL.pdf (pflag.org)</a>	Details organizational strategies and best practices for supporting LGBTQ individuals and promoting inclusivity.
LGBTQ+ Youth Mental Health	The Trevor Project	Website	<a href="https://www.thetrevorproject.org/">https://www.thetrevorproject.org/</a>	The Trevor Project offers 24/7 crisis intervention and suicide prevention services for LGBTQ+ youth.
LGBTQ+ Youth Voices	Human Rights Campaign 2023 Youth Report	2023 Report	<a href="#">2023 Youth Report</a>	A report detailing the experiences, challenges, and perspectives of LGBTQ youth in 2023, offering insights into their needs and how to support them.
Personal Stories	Podcast: How to Be a Girl   Daily Life With My Transgender Daughter	Podcast	<a href="https://www.howtobeagirlpodcast.com/episodes-1">https://www.howtobeagirlpodcast.com/episodes-1</a>	A podcast series featuring personal stories and experiences of a mother and her transgender daughter, providing insights into their journey and the challenges they face.
Pronouns	Pronoun Guide   GLSEN	Guide	<a href="#">GLSEN Pronoun Guide.pdf</a>	Explains the importance of pronouns and offers tips on how to use them respectfully and correctly.

	Trans Allyship	Straight for Equality: Becoming a Trans Ally	Webinar	<a href="#">Straight for Equality: Becoming a Trans Ally Recording &amp; Training Toolkit - PFLAG</a>	Training resources for individuals who want to become better allies to the trans community.
	Trans Awareness	Answers To Your Questions: About Transgender People, Gender Identity & Gender Expression	Handout	<a href="#">Answers To Your Gender Identity Questions</a>	A document from the American Psychological Association providing information on transgender identities and how to support transgender individuals.
	Youth Support	How To Support Bisexual Youth   Trevor Project	Guide	<a href="#">How-to-Support-Bisexual-Youth.pdf (thetrevorproject.org)</a>	Guidelines and tips on how to support bisexual youth and address their unique challenges and needs.

	CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
VETERANS	Hiring Veterans	Diversity and Inclusion: Hiring Veterans is Part of Creating an Inclusive Culture	Article	<a href="https://www.cgtvets.com/resources/diversity-inclusion-hiring-veterans/">https://www.cgtvets.com/resources/diversity-inclusion-hiring-veterans/</a>	The importance and benefits of hiring veterans.
		The Vital Role of Veterans in the Workplace and How to Support Them	Article	<a href="https://newsroom.woundedwarriorproject.org/The-Vital-Role-of-Veterans-in-the-Workplace-and-How-to-Support-Them#">https://newsroom.woundedwarriorproject.org/The-Vital-Role-of-Veterans-in-the-Workplace-and-How-to-Support-Them#</a>	Championing hiring and inclusion.
	Inclusion of Veterans in the Workplace	3 Ways To Create A Veteran Inclusive Culture In Your Workplace	Article	<a href="https://www.linkedin.com/pulse/3-ways-create-veteran-inclusive-culture-your-workplace-r64ne/">https://www.linkedin.com/pulse/3-ways-create-veteran-inclusive-culture-your-workplace-r64ne/</a>	Helpful tips.
		How to Create an Inclusive Culture for Veterans at Work	Article	<a href="https://talentculture.com/blog/how-to-create-an-inclusive-culture-for-veterans-at-work/">https://talentculture.com/blog/how-to-create-an-inclusive-culture-for-veterans-at-work/</a>	Ways to welcome veterans at work.
		Working With Veterans: 7 Ways to Create a Military-Friendly Workplace	Article	<a href="https://www.indeed.com/hire/c/info/working-with-veterans">https://www.indeed.com/hire/c/info/working-with-veterans</a>	7 ways to build a military- and veteran-friendly workplace.

	CATEGORY	TITLE	DETAILS & FORMAT	LINK	SUMMARY OVERVIEW
		Sesame Street Bullying Resources	Video Series	<a href="https://www.youtube.com/playlist?list=PLECC85E90A7C89C89">https://www.youtube.com/playlist?list=PLECC85E90A7C89C89</a>	Videos from Sesame Street that address bullying, sharing practical advice.
	Anti-Bullying & Allyship	Stop Bullying: Speak Up	Video Series	<a href="#">Speak Up Stop Bullying Cartoon Network Videos</a>	Educates children on the importance of inclusion, empathy, and standing up against bullying. Shares practical tips and the difference including others makes.
		Bullying Bystanders... Become Upstanders		<a href="https://www.stompoutbullying.org/bullying-bystanders-become-upstanders">https://www.stompoutbullying.org/bullying-bystanders-become-upstanders</a>	Easy actionable steps for kids to take to move from bystander to upstander.
	Cultural Education	Cultures of the World   A fun overview of the world cultures for kids	Video	<a href="https://www.youtube.com/watch?v=RwSYrsjTiW4">https://www.youtube.com/watch?v=RwSYrsjTiW4</a>	An overview of cultures for kids.
		The Importance of Learning About New Cultures   Joshua Moody   TEDxYouth@AISR	Video	<a href="https://www.youtube.com/watch?v=1RDWDUxA4Cw">https://www.youtube.com/watch?v=1RDWDUxA4Cw</a>	Ted Talk by a youth on learning different cultures.
	DEI Education for High Schoolers	Culturally Responsive Book List for High School	Books	<a href="#">Multicultural Book List for High Schoolers</a>	Books that celebrate diversity and cultural experiences.
		13 Tips on How to Talk to Children About Diversity and Difference	Article	<a href="http://www.aldenhabacon.com/13-tips-how-to-talk-to-children-about-diversity">http://www.aldenhabacon.com/13-tips-how-to-talk-to-children-about-diversity</a>	Practical tips for parents on discussing diversity with children.
		21 Children's Books that Teach Diversity and Compassion	Books	<a href="#">Childrens Books List</a>	Showcases the importance of children seeing themselves in books with diverse characters who overcome challenges and make a difference in the world.



**FOR YOUTH**

	Allyship: 5 D's of Bystander Intervention	Video Series	<a href="#">Allyship Bystander Intervention</a>	This YouTube playlist contains a series of educational videos focused on topics related to diversity, equity, and inclusion.
DEI Education for Kids	Being Different is Beautiful -Diversity Video for Children & Schools	Video	<a href="https://www.youtube.com/watch?v=KJ1ygFknjYo">https://www.youtube.com/watch?v=KJ1ygFknjYo</a>	Focuses on spreading the word of diversity among children.
	How a 13 Year Old Changed 'Impossible' to 'I'm Possible'	Video	<a href="https://www.youtube.com/watch?v=bC0hIK7WGcM">https://www.youtube.com/watch?v=bC0hIK7WGcM</a>	How action can spur a chain reaction, serving as a guide for others who want to turn their lives around.
	Life's Short, Make the Most Of It   Michiel Vandeweert	Video	<a href="https://www.youtube.com/watch?v=IFZvLeMbj_U">https://www.youtube.com/watch?v=IFZvLeMbj_U</a>	Defying the limitations of conditions to pursue one's dreams.
	We Are All Different - and THAT'S AWESOME!   Cole Blakeway	Video	<a href="https://www.youtube.com/watch?v=sQuM5e0QGLg">https://www.youtube.com/watch?v=sQuM5e0QGLg</a>	The value of celebrating differences.
Inclusive Education	Inclusion School Podcast	Podcast	<a href="https://podcasts.apple.com/us/podcast/inclusion-school-podcast/id1492749277">https://podcasts.apple.com/us/podcast/inclusion-school-podcast/id1492749277</a>	Resources and discussions for parents, educators, and caregivers on how to have meaningful conversations about inclusion with children.
Mental Health	Mental Health Is Health	Website	<a href="https://www.mentalhealthishealth.us/">https://www.mentalhealthishealth.us/</a>	Resources and support for mental health, offering information on various emotional struggles and including practical tips for self-care.
Mental Health	This is Normal: A podcast About Youth Mental Health	Podcast	<a href="#">This Is Normal- Mental Health Podcast</a>	Young people talk about their own mental health challenges -- and how they got through them.
Mental Health	Depression Guide: You Can Only See It If You Know What To Look For	Guide	<a href="#">Mental Health Guide For Depression Awareness</a>	Information on recognizing the warning signs of depression.
Mental Health	How To Save A Life- Mental Health Resource	Guide	<a href="#">How To Save A Life- Mental Health Guide</a>	Focused on suicide prevention, including recognizing warning signs, offering support, and connecting individuals with professional help.