

DEIB Toolkit

Compass Family Services is committed to creating an environment where individuals can successfully pursue their goals without the interference of negative experiences caused by microaggressions and institutionalized racism. The board, administration, and staff play a key role in creating this inclusive environment. We strive to foster a sustained and long-term commitment to transformation and progression that acknowledges diversity and multiculturalism. We must acknowledge and be aware that many individuals have complex identities in which their lived experiences have been marginalized based on gender, race, color, creed, sexual orientation, and ability.

Resources

Resources for children

- [How to Talk to Kids about Race and Racism](#)
- [Talking to Kids About Race](#)
- [Talking to Kids about Discrimination](#)
- [Teaching and Learning about Race and Racism with Young Children and Their Families](#)
- [Smithsonian National Museum of African American History and Culture](#)
- Free Webinars - [Teaching Tolerance](#)
- [The ABCs of Racial Literacy](#)

Anti-Racism Videos

- [Anti-Racism-Discussion-Guide](#)
- [Continuum on Becoming an Anti Racist](#)
- [Systemic Racism Explained](#)
- [Discrimination Explained For Kids](#)
- [Kids Talk About Segregation](#)
- [A Kids Book about Racism](#)
- [SAY SOMETHING \(Read Aloud\)](#)
- [What is privilege and social mobility?](#)
- [Black Parents explain how to deal with the police](#)
- [Unconscious Bias, Stereotypes and Micro-aggressions](#)

LGBTQIA+ Resources

- [It Gets Better](#)
- [Q Card project](#)
- [The Trevor Project](#)
- [Healthychildren.org](#)
- [American Psychological Association: Understanding Sexual Orientation and Gender Identity](#)
- [PFLAG](#)
- [SAMHSA: Helping Families to Support Their LGBT Children](#)

Neurodiversity / Autism Resources

- [Autistic Self Advocacy Network](#)
- [Neurodiversity: What You Need to Know](#)
- [DIFFERENT BRAINS | The Neurodiversity Resource for Everyone](#)
- [A Parents' Guide to Autistic Pride](#)
- [Resources for Tolerance, Diversity, Autism](#)
- [On learning and thinking differences](#)

Stop Asian Hate Resources

- [Stop AAPI Hate](#)
- [Asian American Health Initiative](#)
- [Movement Hub](#)
- The Asian American Foundation: Documenting Anti-AAPI Hate Codebook
- [StopAsianHate.Info](#)

- [Anti-Asian Violence Resources](#)
- [Asian American Federation](#)

Podcasts

By engaging in civil, thought-provoking conversations on difficult topics, we become more open to information that can sometimes be uncomfortable to hear. And through this better understanding of each other, we can be stronger and more thoughtful together in the workplace and beyond.

1. [Diversity: Beyond the Checkbox](#)
2. [Still Processing](#)
3. [Code Switch](#)
4. [The Diversity Gap](#)
5. [Making Gay History](#)
6. [Race at Work](#)
7. [Disability Matters](#)
8. [Asian Enough](#)
9. [The Will to Change: Uncovering True Stories of Diversity & Inclusion](#)
10. [Latinos Who Lunch](#)

Books

- Adams, M. (Ed.). (2000). Readings for diversity and social justice. Psychology Press.
- Feagin, J. (2013). Systemic racism: A theory of oppression. Routledge.
- Linder, C., Harris, J. C., Allen, E. L., & Hubain, B. (2015). Building inclusive pedagogy: Recommendations from a national study of students of color in higher education and student affairs graduate programs. Equity & Excellence in Education

- Johnson, A. G. (2001). Power, privilege, and difference. Mountain View, CA: Mayfield.
- Lau, M. Y., & Williams, C. D. (2010). Microaggressions research: Methodological review and recommendations. In: D. W. Sue (Ed.). Microaggressions and marginality: Manifestation, dynamics, and impact (pp. 313–336). New York, NY: Wiley
- Nadal, K. L., Wong, Y., Griffin, K. E., Davidoff, K., & Sriken, J. (2014). The adverse impact of racial microaggressions on college students' self-esteem. Journal of College Student Development
- Ross, L. (2016). Blackballed: The Black and White Politics of Race on America's Campuses. Macmillan.
- Sue, D. W. (2003). Overcoming our racism: The journey to liberation. John Wiley & Sons.

DEI Professional Associations & Organizations

This list of Diversity Professional Associations & Organizations will share resources for professional development or connecting with like-minded people

- [National Association for Equity, Diversity, & Inclusion](#)
- [The Society for Diversity](#)
- [Implicit Bias Network](#)
- [Government Alliance on Race and Equity](#)
- [Equal Justice Society](#)