

## **Advanced 1- How to foster true diversity and inclusion at work (and in your community)**

**Class objective: I will be able to understand the concept and learn new vocabulary and answer related questions.**

### **Concept A: Audio for the ted talk:**

How to foster true diversity and inclusion at work (and in your community)

Listen Till 10:59

### **Concept B: Transcript:**

**Students will read the paragraphs and understand it.**

00:04

Whitney Pennington Rodgers: Hi, Roz Brewer. Thanks so much for being with us today.

00:08

Rosalind Brewer: Thank you for having me.

00:10

WPR: We can just dive right in. We're right now in the last quarter of 2020, and I think that a lot of people would agree that we're in the midst of what's probably one of the largest reckonings around racial equity that we've had in this country in decades. And it's something that you've been such a vocal advocate for, both through your role at Starbucks and throughout your career of diversity and inclusion in the workplace. And so I'm curious just to hear from you to start off the conversation, what this moment means for DEI efforts, not just in corporate America but in business in general.

00:45

RB: You are right that this has made many of us that are in the corporate setting and beyond to rethink the position on diversity and inclusion in the workplace. You know, let me start the conversation about where we are actually in diversity and inclusion in the corporate setting, and I will tell you that this is actually putting a spotlight on the weaknesses and maybe the lack of forethought and intensity that we should have always maintained on this subject all along. One of the things that I think it's been highlighting for most of us is that our biggest opportunity is inclusion. Because, you know, I have heard the stories so many times about how there's no Black talent out there, no Latinx talent for these particular roles. The talent is out there. I will tell you that it's underdeveloped, because I think we have spent more time trying to reach numbers than we have changed our environment where people feel safe, where they

1. **Introduction**

2. **Background**

3. **Method**

1. **Study Design**
2. **Participants**
3. **Intervention**

4. **Results**

1. **Primary Outcome**
2. **Secondary Outcome**
3. **Subgroup Analysis**

5. **Conclusion**

1. **Summary**

6. **References**

7. **Appendix**

8. **Supplementary Materials**

9. **Notes**

1. **Conflict of Interest**
2. **Author Contributions**
3. **Disclaimer**

10. **References**

1. **Introduction**

This document describes the structure and content of the course.

2. **Objectives**

- 1. Understand the basic concepts of the course.
- 2. Apply the concepts to solve problems.
- 3. Develop the ability to work in a team.

3. **Structure**

- 1. The course is divided into three main parts: theory, practice, and assessment.
- 2. The theory part covers the basic concepts and principles of the course.
- 3. The practice part involves solving problems and working in a team.
- 4. The assessment part consists of a final exam and a project.

4. **Assessment**

- 1. The final exam will be held at the end of the course.

5. **Conclusion**

This document provides a brief overview of the course.

For more information, please contact the course coordinator.

6. **References**

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