

**MCCA TOWN HALL REFERENCE MATERIALS**

***Wednesday, December 9, 2020***

**2:00 p.m. – 4:00 p.m. (Eastern Time)**

**Articles**

1. [Their Bosses Asked Them to Lead Diversity Reviews. Guess Why.](https://www.nytimes.com/2020/10/12/business/corporate-diversity-black-employees.html)
2. [What an Anti-Racist Business Strategy Looks Like](https://hbr.org/2020/11/what-an-anti-racist-business-strategy-looks-like?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=weeklyhotlist_not_activesubs&deliveryName=DM108705)
3. [Race at Work: Lessons in Diversity and Culture from Mastercard](https://hbr.org/podcast/2020/12/race-at-work-lessons-in-diversity-and-culture-from-mastercard?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_notactsubs&deliveryName=DM108266)
4. [Impossible Burdens: White Institutions, Emotional Labor, and Micro-Resistance](https://watermark.silverchair.com/spv009.pdf?token=AQECAHi208BE49Ooan9kkhW_Ercy7Dm3ZL_9Cf3qfKAc485ysgAAAqUwggKhBgkqhkiG9w0BBwagggKSMIICjgIBADCCAocGCSqGSIb3DQEHATAeBglghkgBZQMEAS4wEQQMu2KnrjfbsmmzJeg-AgEQgIICWEtoxqahJEI3pZlCRFAbuk5jFXTwyLcDXUcjOb7dYf2I6r1HDy0BnfWtyt-z8W0O94kThqC9WJbXj6zGqmXHxaq2m5vuh18U4oUi1LZxe0Nh9_N_E0oimxwwTVh0VSr4TwDxDoPHDDhoMvTpwyxQH2mE_W-D2YDjrGeSRdmk4UqE6xOPT9-KjGDFHHOgCubQ9M_KoCUeihMsKAnxvpv9OCn3cSUgryZGh7ZgAnDkhDF69uhrdGtyY3Zt8Jm1d369Fw0dvPkb5yo5cb0Qj0K4HUbLnk09NtM8-UBVv2Cjmvj-1Ic_u2y-ihaX3ERrvD2zaIXG4CQBOKD3USEbdMgR5qMa8fwVIMRXsUbkmYAq_e39XMoarMA8Um1jQW1BlvzsH28nHKRxOiuYAPeK8GI7IaTPTAcwIjKu4vnd5rrrhP885jRRDCcoAXSy8G9zyfGw2uKxbLnSXJA7pe504KBysiN4eSU24v3VrMDQESU4NGOouHsjN3sYN4k-d3hB4iQTV1I8DDGBJTPkU6nnVxeQZ_9bxlzqWG_NrQrzux3ktmdlfU6F5q5oLMAyQjinTxPRiylT4gZTR8yKyDzrmpagF7M3TuRx1lZ9mRWpmyTLL7U6KH-IXVEJaxb_HUQdKwDJTLiqqzCNqlNADKACbXCQIJ4hZAqALbyxmQHDY4tk1aKwH1uZCSTcFi1MLLSfWW4vbDjd7aR3QNo-nufwVg_q0mH6alrXD7Z5hPThLc5QFkirkD7TfL8a72DWsME2K3I0SDyjN2RS5N99OK9u2vxVHt_LmAvEddhcdw)
5. [Don’t Talk about Implicit Bias Without Talking about Structural Racism](https://medium.com/national-equity-project/implicit-bias-structural-racism-6c52cf0f4a92)
6. [What CEOs Still Haven’t Said About Race and Policing](https://hbr.org/2020/06/what-ceos-still-havent-said-about-race-and-policing?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_not_activesubs&deliveryName=DM84772)
7. [What’s Missing From “White Fragility”- Robin DiAngelo’s idea changed how white progressives talk about themselves—and little else.](https://slate.com/human-interest/2019/09/white-fragility-robin-diangelo-workshop.html)
8. [Are Your D&I Efforts Helping Employees Feel Like They Belong?](https://hbr.org/2020/08/are-your-di-efforts-helping-employees-feel-like-they-belong?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_not_activesubs&deliveryName=DM93187)
9. [Check in on Your Black Employees, Now](https://www.nytimes.com/2020/06/02/opinion/police-killings-black-mental-health.html)
10. [Your Black Colleagues May Look Like They’re Okay — Chances Are They’re Not](https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people)
11. [Maintaining Professionalism In The Age of Black Death Is….A Lot](https://medium.com/@shenequagolding/maintaining-professionalism-in-the-age-of-black-death-is-a-lot-5eaec5e17585)
12. [Diversity and inclusion: Moving from saying to doing](https://www.benefitspro.com/2020/12/03/diversity-and-inclusion-moving-from-saying-to-doing/?slreturn=20201107191148)
13. [Purpose, not platitudes: A personal challenge for top executives](https://www.mckinsey.com/business-functions/organization/our-insights/purpose-not-platitudes-a-personal-challenge-for-top-executives)
14. [Why Diversity And Inclusion Are Crucial In Times Of Disruption](https://www.forbes.com/sites/forbeshumanresourcescouncil/2020/11/19/why-diversity-and-inclusion-are-crucial-in-times-of-disruption/?sh=30136cbd3a32)
15. [Coaching For Sustained Change: Leading Diversity, Equity And Inclusion Initiatives](https://www.forbes.com/sites/forbescoachescouncil/2020/12/07/coaching-for-sustained-change-leading-diversity-equity-and-inclusion-initiatives/?sh=3d24fd477ad3)

**Videos**

1. [June 2020 MCCA Town Hall with Dr. Cogburn: Roadblocks and Pathways to Anti-Racism](https://www.youtube.com/watch?v=G58CyuYrZWI)
2. 2020 Creating Pathways to Diversity Conference - Session Videos
   1. [Rise and Shine: Corporate America Wakes Up to Systemic Racism](https://www.youtube.com/watch?v=_Niw_1z_tZo&list=PLmfXg8BSm1Xw20LgyWFCYwdEiVdUKKJBl&index=13)
   2. [Leading Through Crisis: MCCA 2020 Inclusion Index Report](https://www.youtube.com/watch?v=mp1W47Iej-0&list=PLmfXg8BSm1Xw20LgyWFCYwdEiVdUKKJBl&index=10)
   3. [Inclusive Leaders Take the Wheel: Driving Systemic Change](https://www.youtube.com/watch?v=nDsebUrw3bk&list=PLmfXg8BSm1Xw20LgyWFCYwdEiVdUKKJBl&index=9)
3. ['White Guilt': Black Attorneys Talk Frankly About Race and Implicit Bias (subscription required)](https://www.law.com/2020/11/10/white-guilt-black-attorneys-talk-frankly-about-race-and-implicit-bias-full-video/?kw=%27White%20Guilt%27:%20Black%20Attorneys%20Talk%20Frankly%20About%20Race%20and%20Implicit%20Bias%20%5bFULL%20VIDEO%5d&utm_source=email&utm_medium=enl&utm_campaign=newsroomupdate&utm_content=20201110&utm_term=law)

**Podcasts**

1. [Has Anything Changed for Black Women at Work?](https://hbr.org/podcast/2020/11/has-anything-changed-for-black-women-at-work?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&utm_content=signinnudge&deliveryName=DM108345)
2. [A. Scott Bolden: Living at the intersection of business, law, politics and race](https://www.reedsmith.com/en/perspectives/2020/07/a-scott-bolden-living-at-the-intersection-of-business-law-politics-and-race)
3. [Jean Lee: Fighting for equity beginning as an Asian immigrant](https://www.reedsmith.com/en/perspectives/2020/05/jean-lee-fighting-for-equity)

**Recently Released Research**

1. [MCCA Inclusion Index Survey Report: Leading During Crisis](https://www.mcca.com/resources/reports/2020-inclusion-index-survey-report/)
2. [Intel - MCCA & Paul Hastings Case Study](https://www.mcca.com/resources/case-studies/intel-case-study/)
3. [Barclays - MCCA & Paul Hastings Case Study](https://www.mcca.com/resources/case-studies/barclays-case-study/)
4. [ABA and Commission on Women in the Profession: Women of Color and White Women Attorneys Find Common Ground – This Talk Isn’t Cheap](https://www.americanbar.org/content/dam/aba/administrative/women/thistalkisntcheapreport10_23_update_final.pdf)
   1. [This Talk Isn’t Cheap Toolkit](https://www.americanbar.org/content/dam/aba/administrative/women/thistalkisntcheap_toolkit10_26final.pdf)