



# AFMC Diversity, Equity, Inclusion and Accessibility (DEIA) Training

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#	COURSE TITLE	LENGTH	LINK TO COURSE
<b>AFMC DEIA LIBRARY MAIN LINK</b>			<a href="#">AFMC DEIA eLearning Library</a>
1	Workplace Diversity, Equity, and Inclusion in Action	32 Minutes	<a href="#">Workplace Diversity, Equity and Inclusion in Action</a>
2	Moving from Bias to Inclusion in a DEI Journey	32 Minutes	<a href="#">Moving from Bias to Inclusion in a DEI Journey</a>
3	Recognizing and Addressing Micro-behaviors in the Workplace	26 Minutes	<a href="#">Recognizing and Addressing Micro-behaviors in the Workplace</a>
4	Adopting an Inclusion Mindset at Work	24 Minutes	<a href="#">Adopting an Inclusion Mindset at Work</a>
5	Becoming a DEI Ally and Agent for Change	34 Minutes	<a href="#">Becoming a DEI Ally and Agent for Change</a>
6	Bridging the Diversity Gap	27 Minutes	<a href="#">Bridging the Diversity Gap</a>
7	Your Role in Workplace Diversity	30 Minutes	<a href="#">Your Role in Workplace Diversity</a>
8	Understanding Unconscious Bias	25 Minutes	<a href="#">Understanding Unconscious Bias</a>
9	Overcoming Your Own Unconscious Biases	22 Minutes	<a href="#">Overcoming Your Own Unconscious Bias</a>
10	Overcoming Unconscious Bias in the Workplace	25 Minutes	<a href="#">Overcoming Unconscious Bias in the Workplace</a>
11	Leading Diversity	36 Minutes	<a href="#">Leading Diversity</a>
12	Maintaining a Cohesive Multigenerational Workforce	25 Minutes	<a href="#">Maintaining a Cohesive Multigenerational Workforce</a>
13	Managing Multigenerational Employees	22 Minutes	<a href="#">Managing Multigenerational Employees</a>
14	Adopting New Leadership Mindsets to Drive DEI	37 Minutes	<a href="#">Adopting New Leadership Mindsets to Drive DEI</a>
15	Activating DEI Culture Shift	30 Minutes	<a href="#">Activating DEI Culture Shift</a>
16	Advancing DEI with Agility	33 Minutes	<a href="#">Advancing DEI with Agility</a>
17	Reimagining the Employee Experience: DEI from Hire to Retire	36 Minutes	<a href="#">Reimagining the Employee Experience: DEI from Hire to Retire</a>
18	Psychological Safety: Building a Culture of Inclusion and Innovation	29 Minutes	<a href="#">Psychological Safety: Building a Culture of Inclusion and Innovation</a>
<b>OTHER TRAINING COURSES</b>			
19	Embedding Inclusion into Everyday Experiences	35 Minutes	<a href="#">Embedding Inclusion into Everyday Experiences</a>
20	Leading across Cultures	51 Minutes	<a href="#">Leading across Cultures</a>
21	Becoming an Emotionally Intelligent Leader	51 Minutes	<a href="#">Becoming an Emotionally Intelligent Leader</a>
22	Facing the Management Challenges of Difficult Behavior and Diverse Teams	31 Minutes	<a href="#">Facing the Management Challenges of Difficult Behavior and Diverse Teams</a>
23	Building Shared Understanding across Cultural Divides	26 Minutes	<a href="#">Building Shared Understanding across Cultural Divides</a>
<b>SHORT VIDEOS FOR DISCUSSION</b>		<b>LENGTH</b>	<b>VIDEO LINK</b>
1	Diversity Is Good Business	2 Minutes	<a href="#">Diversity Is Good Business</a>



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2	Diversity in Business	3 Minutes	<a href="#">Diversity in Business</a>
3	The Importance of Diversity	3 Minutes	<a href="#">The Importance of Diversity</a>
4	The Power of Diversity	4 Minutes	<a href="#">The Power of Diversity</a>
5	The Threat of Diversity	2 Minutes	<a href="#">The Threat of Diversity</a>
6	Diverse Teams Deliver Results	1 Minute	<a href="#">Diverse Teams Deliver Results</a>
7	Create Cultures of Inclusion	4 Minutes	<a href="#">Create Cultures of Inclusion</a>
8	Difference Beyond Diversity	3 Minutes	<a href="#">Difference Beyond Diversity</a>
9	The Advantages of Cultural Diversity	2 Minutes	<a href="#">The Advantages of Cultural Diversity</a>
10	Diversity of Thought	4 Minutes	<a href="#">Diversity of Thought</a>
11	How Inclusive Leaders Create Workplace Diversity	1 Minute	<a href="#">How Inclusive Leaders Create Workplace Diversity</a>
<b>SELECTED READING MATERIAL</b>			<b>AUTHORS</b>
<b>1</b>	Sway: Unravelling Unconscious Bias	By: Pragya Agarwal	<a href="#">Sway: Unravelling Unconscious Bias</a>
<b>2</b>	Blindspot: Hidden Biases of Good People	By: Mahzarin R. Banaji, Anthony G. Greenwald	<a href="#">Blindspot: Hidden Biases of Good People</a>
<b>3</b>	Making Diversity Work: 7 Steps for Defeating Bias in the Workplace	By: Sondra Thiederman	<a href="#">Making Diversity Work: 7 Steps for Defeating Bias in the Workplace</a>
<b>4</b>	How to be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive	By: Jennifer Brown	<a href="#">How to be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive</a>
<b>5</b>	Overcoming Bias: Building Authentic Relationships Across Differences	By: Tiffany Jana, Matthew Freeman	<a href="#">Overcoming Bias: Building Authentic Relationships Across Differences</a>
<b>6</b>	Flex: The New Playbook For Managing Across Differences	By: Jane Hyun, Audrey S. Lee	<a href="#">Flex: The New Playbook For Managing Across Differences</a>
<b>7</b>	Unleash the Power of Diversity: Multi Cultural Competence for Business Results	By: Debjani Mukherjee Biswas	<a href="#">Unleash the Power of Diversity: Multi Cultural Competence for Business Results</a>
<b>8</b>	Inclusive Conversations: Fostering Equity, Empathy, and Belonging Across Differences	By: Mary-Frances Winters	<a href="#">Inclusive Conversations: Fostering Equity, Empathy, and Belonging Across Differences</a>
<b>9</b>	Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions	By: Tiffany Jana, Michael Baran	<a href="#">Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions</a>
<b>10</b>	How to Listen and How to Be Heard: Inclusive Conversations at Work	By: Alissa Carpenter	<a href="#">How to Listen and How to Be Heard: Inclusive Conversations at Work</a>
<b>11</b>	Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias	By: La'Wana Harris	<a href="#">Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias</a>
<b>12</b>	Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion	By: Tiffany Jana, Ashley Diaz Mejias	<a href="#">Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion</a>



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13	MIT Sloan Management Review on Leading Across Cultures	By: MIT Sloan Management Review	<a href="#">MIT Sloan Management Review on Leading Across Cultures</a>
14	MIT Sloan Management Review on Embracing Diversity in Your Leadership	By: MIT Sloan Management Review	<a href="#">MIT Sloan Management Review on Embracing Diversity in Your Leadership</a>
15	Managing Diversity in Today's Workplace: Strategies for Employees and Employers	By: Michele A. Paludi (ed)	<a href="#">Managing Diversity in Today's Workplace: Strategies for Employees and Employers</a>
16	Diversity Training: Celebrating Diversity in the Workplace Study Guide, Student Edition	By: GTS Learning	<a href="#">Diversity Training: Celebrating Diversity in the Workplace Study Guide, Student Edition</a>
17	Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance	By: Howard J. Ross	<a href="#">Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance</a>
18	The 5 Disciplines of Inclusive Leaders: Unleashing the Power of All of Us	By: Andrés T. Tapia, Alina Polonskaia	<a href="#">The 5 Disciplines of Inclusive Leaders: Unleashing the Power of All of Us</a>
19	Building an Inclusive Organization: Leveraging the Power of a Diverse Workforce	By: Stephen Frost, Raafi-Karim Alidina	<a href="#">Building an Inclusive Organization: Leveraging the Power of a Diverse Workforce</a>
<b>ADDITIONAL RESOURCES</b>			<b>RESOURCE LINK</b>
1	Barriers to Diversity	Job Aid	<a href="#">Barriers to Diversity</a>
2	Becoming a Diversity Advocate	Job Aid	<a href="#">Becoming a Diversity Advocate</a>
3	Types of Unconscious Bias	Job Aid	<a href="#">Types of Unconscious Bias</a>
4	Leading an Organization to Overcome Unconscious Bias	Job Aid	<a href="#">Leading an Organization to Overcome Unconscious Bias</a>
5	Implementing a Successful Mentoring Program	Job Aid	<a href="#">Implementing a Successful Mentoring Program</a>
6	Managing Millennials and Generation X	Job Aid	<a href="#">Managing Millennials and Generation X</a>
7	Diversity Management Practices Application Guide	Word Doc	<a href="#">Diversity Management Practices Application Guide</a>
8	Diversity Management Practices Slides	PowerPoint	<a href="#">Diversity Management Practices Slides</a>
9	Diversity Preconditions Discussion Guide	Word Doc	<a href="#">Diversity Preconditions Discussion Guide</a>
10	Diversity Preconditions Slides	PowerPoint	<a href="#">Diversity Preconditions Slides</a>
11	Personal Awareness Discussion Guide	Word Doc	<a href="#">Personal Awareness Discussion Guide</a>
12	Personal Awareness Slides	PowerPoint	<a href="#">Personal Awareness Slides</a>
13	Diversity Trends Facilitation Guide	Word Doc	<a href="#">Diversity Trends Facilitation Guide</a>
14	Diversity Trends Slides	PowerPoint	<a href="#">Diversity Trends Slides</a>
15	SkillBrief: Leading Diversity	PDF Doc	<a href="#">Skillbrief: Leading Diversity</a>
16	SLDP Performance Guide: Embracing Diversity	PowerPoint	<a href="#">SLDP Performance Guide: Embracing Diversity</a>



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	ADDITIONAL DEIA BOOKS TO EXPLORE	AUTHORS	BOOK SYNOPSIS
1	The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work	By: Laura Liswood	Laura Liswood illustrates the scope of diversity in the workplace and suggests actionable steps to build inclusive organizations. The Loudest Duck offers a set of practical tools to help managers and colleagues understand and respect different viewpoints.
2	Belonging At Work: Everyday Actions You Can Take to Cultivate an Inclusive Organization	By: Rhodes Perry	Belonging At Work is a guide to creating inclusive workplaces. The book suggests simple actions leaders can take to make employees feel comfortable and capable on the job.
3	Inclusion: Diversity, The New Workplace & The Will To Change	By: Jennifer Brown	This book envisions a future where all employees feel welcomed, appreciated, and acknowledged, but only after the workforce overcomes current discomforts and roadblocks.
4	We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics	By: Mary-Frances Winter	This book is a guide for starting productive, inclusive conversations that respect differences, find common ground, and take the first steps towards healing invisible divides in the work world.
5	The Leader's Guide to Unconscious Bias: How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams	By: Pamela Fuller, Mark Murphy, and Anne Chow	By exploring the neuroscience behind bias and championing a more mindful approach, the book teaches leaders how to recognize and overcome internal influences. The book also includes exercises and reflection spaces so readers can practice best practices.
6	The Conversation: How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations	By: Robert Livingston	Founded on the principles of psychology, sociology, management, and behavioral economics, The Conversation offers readers an eye-opening immersion in the science of racism and bias.
7	The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation	By: Timothy R. Clark	Once employees feel included at work, they will gradually feel safe to learn and make mistakes, speak their minds, and eventually, push back against authority in ways that lead to organizational innovation and growth.
8	Diversity in the Workplace: Eye-Opening Interviews to Jumpstart Conversations about Identity, Privilege, and Bias	By: Bärí A. Williams	Diversity in the Workplace gathers firsthand accounts of minority experiences in the workplace. The book explores a wide range of distinguishers, including race, gender, age, ability, religion, and LGBTQ.
9	The Culture Map: Breaking Through the Invisible Boundaries of Global Business	By: Erin Meyer	The book explores differences in factors like communication style, demeanor, and attitudes about authority across cultures. The Culture Map



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			offers advice in areas such as performance reviews, sales pitches, and scheduling.
10	The Remix: How to Lead and Succeed in the Multigenerational Workplace	By: Lindsey Pollak	The Remix is a guide to leading multiple generations without alienating particular age demographics. The book offers advice about bridging gaps in communication, culture, and values and soliciting the best performance from every age group.
11	Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces	By: Karen Catlin and Sally McGraw	The book explains how to be a supporter and advocate for coworkers of different backgrounds, races, genders, sexual orientations and identities, ages, and abilities. The book makes a distinction between ally-ship and savior-dom, explaining that efforts to protect marginalized identities can be patronizing and counter-productive.
12	Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams	By: Stefanie K. Johnson	Inclusify presents practical teamwork and management strategies that empower individuals while rallying the group around a shared sense of purpose. This book is a recipe for high-performing, inventive teams whose members stand out but still feel like a part of the whole.
13	Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions	By: Tiffany Jana and Michael Baran	Subtle Acts of Exclusion examines microaggressions, or subtle phrases or actions that cause marginalized individuals discomfort or distress. This book is important because many folks think of racism as intentional, but innocuous behaviors can be just as harmful.
14	So You Want to Talk About Race	By: Ijeoma Oluo	The book covers concepts like police brutality, cultural appropriation, affirmative action, intersectionality, and privilege. The tone is equal parts entertaining, enlightening, and mobilizing.
15	Disability Visibility: First Person Stories from the Twenty First Century	By: Alice Wong	An anthology consisting of essays that celebrate and honor stories of a diverse group of individuals with disabilities.
16	Caste: The Origins of Our Discontents	By: Isabel Wilkerson	If you have ever struggled with understanding the idea of systemic oppression or wanted some historical context for how injustice not just happens but is engineered, take a dive into this text.
17	Yellow: Race in America Beyond Black and White	By: Frank H. Wu	This book examines Asian-American stereotypes and Wu dives into the concept of the model minority, while also analyzing the role that history has played in these stereotypes and perceptions.



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18	This Chair Rocks: A Manifesto Against Ageism	By: Ashton Applewhite	The author examines different aspects of ageism including ageism in the workplace and in relation to our health, while sharing the history of ageism in our society.
19	We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation	By: Matthew Riemer and Leighton Brown	From 19th century Europe to the Stonewall Riots and beyond, this book serves as an excellent visual representation of the journey through LGBTQ+ history. A great resource for anyone hoping to learn and understand more about LGBTQ+ history.
20	The Latino Threat: Constructing Immigrants, Citizens, and the Nation	By: Leo R. Chavez	This book examines the perceptions of immigrants in the United States, as well as the politics surrounding immigration. Chavez assesses many of the Latino stereotypes focusing particularly on Mexicans and how they are depicted in the media.
21	American Islamophobia: Understanding the Roots and Rise of Fear	By: Khaled A. Beydoun	Some of the topics the author discusses include the “war on terror” and the Islamophobia that is pervasive in America. Readers gain deeper insight into the experiences of Muslims in America and how the media has heavily shaped the narrative about this group.

**MOBILE ACCESS: Download the Skillsoft Learning app**

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For AF users, because they do not know their password, they would click on the “Forgot password” then add their userID (EDIPI-10 digit number on the back of their CAC) and then click on the “Send me a new password”. Email address must be in the system

You should get an email with your new password

Add your username and password and then the system will require you to establish your own password and establish a Q&A

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