



14th edition

November 21, 2019

Inclusion Insights is a quarterly publication of LeadingAge North Carolina highlighting news, research, and best practices in diversity, equity, and inclusion.

*Do you have an article or information to share in this newsletter?
Please contact [Jennifer Gill](#).*

Leadership

Getting Over Your Fear of Talking About Diversity

Harvard Business Review; November 8, 2019

This author provides four truly [actionable steps](#) to help leaders fully engage on this topic. Don't let your fear of making a misstep hold you back from a diverse, equitable, and inclusive workplace.

The Anxiety of Being the “Only”

Harvard Business Review; October 14, 2019

Being the “only” in the workplace — the only woman, the only person of color, the only one openly suffering from a mental or physical illness — can contribute to existing mental health issues. In this [39-minute podcast](#), host Morra Aarons-Mele speaks with two experts on the topic: Angela Neal-Barnett, an award-winning psychologist and expert on anxiety among African-Americans, and author of “Soothe Your Nerves,” and Nilofer Merchant, the author of “The Power of Onlyness.”

Board Diversity Includes Disabilities

BoardSource; October 25, 2019

In the United States, we have worked hard to remove environmental and attitudinal barriers in order to promote the inclusion of people with disabilities into all aspects of society. The Americans with Disabilities Act, passed in 1990, is groundbreaking civil rights legislation for people with disabilities. Nevertheless, there still exists limited opportunities for the [inclusion](#)

[of people with disabilities](#), particularly in the area of leadership, policy, and community governance.

4 Important (and Sometimes Difficult) Steps Leaders Must Take to Create a More Diverse and Inclusive Team

LinkedIn Talent Blog; November 5, 2019

“The culture that you want starts with the leadership that you have,” says Uzo Akotaobi, VP of HR, diversity and inclusion, and learning and development at Prologis. “You can want diversity all day. But once you get that diverse talent, [what do you do with it?](#)”

Workforce

How Unpredictable Work Hours Turn Families Upside Down

The New York Times; October 16, 2019

New research shows that African Americans, Hispanics and other minorities — particularly women — are much more likely to be assigned [irregular schedules](#), and that the harmful repercussions are felt not just by the workers but also their families.

The Future of Work in Black America

McKinsey & Company; October 2019

Research shows that automation trends may be widening the racial wealth gap. This article reveals [possible interventions](#) that may help African American workers prepare for the future.

Three Reasons Why a Latinx/a/o Talent Strategy Drives an Inclusive Culture

Diversity Best Practices; October 1, 2019

Patricia Mota, President & CEO for the Hispanic Alliance for Career Advancement, provides [three of many reasons](#) why a Latinx/a/o talent strategy drives an inclusive culture.

What Matters to College Students Today

Axios; September 21, 2019

Hint: race, diversity, and inclusion were by far the [most discussed issues](#) among student editors across public and private universities, community colleges, liberal arts schools, Historically Black Colleges and Universities and religious universities in all 50 states.

Resources

What LeadingAge Members Need To Know About LGBT Aging

Check out this free webinar available to members from the LeadingAge national Learning Hub. This 13-minute QuickCast provides an overview of how to create an [LGBT inclusive environment](#) for residents/clients, staff and families.

TED Talks: Why Diversity Matters

These [TED Talks highlight](#) how diversity of thought, perspective, language, culture and people have a unique advantage in today's globalized world.

*Have a resource you'd like to share in this newsletter?
Please contact [Jennifer Gill](#).*

Celebrations

North Carolina's 1st LGBT Senior Co-Housing Under Construction

The Rainbow Times; September 7, 2019

[Village Hearth Senior Cohousing](#) in Durham, North Carolina, the first LGBT Senior Cohousing Community in North America, is on course for occupancy in Spring of 2020. This 28 single-story home community on a 15-acre wooded lot near central Durham is more than a set of structures; it represents community, camaraderie, and safety for the residents who will occupy these special homes. [Read more](#) about this groundbreaking project.

*Have a celebration you'd like to share in this newsletter?
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Online

- [Resources from the American Psychological Association for Caregivers of Diverse Populations and Specific Age Groups](#)
- [National Caucus and Center on the Black Aged](#)
- [National Hispanic Council on Aging](#)
- [Diverse Elders Coalition](#)
- [Advocates for African American Elders](#)
- [Services and Advocacy for Gay, Lesbian, Bisexual, and Transgender Elders \(SAGE\)](#)
- [African American Older Adults and Race-Related Stress: How Aging and Health-Care Providers Can Help](#)
- [Black Aging Matters: How to Better Address Racism-Related Stress in African American Older Adults](#)
- [National Resource Center on Native American Aging](#)
- [BoardSource: Diversity, Inclusion and Equity](#)

Is your community SAGE-certified or seeking such certification? If so, please contact [Jennifer Gill](#) with your community's name so that we can include it in the next edition of this newsletter.

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