

# Building

# DIVERSITY, EQUITY, INCLUSION, 8 BELONGING Resource Guide

# iibwbacon

www.bwbacon.com

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#### iiibwbacon



Celebrating Our 20th Gear SERVING THE INDUSTRY & 2001

years

BWBacon Group (BWB) is a privately held company based in Denver, CO celebrating 20 years in business. BWBacon's specialty is in providing technology staffing services to a wide array of clients, ranging in size from early stage technology start-ups, to large, publicly traded enterprises.

BWBacon serves clients from coast to coast, supporting a broad spectrum of contemporary software, web and mobile needs through a fully customizable recruiting approach. The team at BWB is proud to bring out the best in themselves and in their community through support of non-profit organizations and key partnerships. Click the pig to learn more...



# **WHO IS BWBACON?**

# **BWB DIVERSITY STATEMENT**

Diversity, equity, inclusion, and belonging are BWBacon core values. We are passionate about building and sustaining an inclusive and equitable working and learning environment for our team members. It is with this passion and commitment that we work to source diverse talent for our clients and partners.

We believe every member on our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions. At BWBacon we activate our commitment to equity by focusing on cultural competency, ongoing learning, fostering an equity accountability culture, and inclusive philanthropy.

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# A LETTER FROM DAVE:

I live life knowing I'm extremely fortunate to be here, and to be alive. I'm always seeking opportunities to grow and learn. I seek to impact others and to feel the reciprocal effect of being impacted by them, and I always strive to show up with enthusiasm. I want to bring the best out of others because they bring the best out of me. In that, embracing equity and inclusivity is critical for us to live our lives fully, authentically, and truthfully. Equity and inclusivity are the only vehicles we have to live life in an earnest way.

It's vitally important that we truly see others, so we can better understand where they come from, and value their unique and intersectional identities. It's also important that we create workspaces that make everyone feel safe to bring their entire selves to work.

**At BWB we are committed to equity. We're on a continual and evolving journey to achieve workforce equity.** Through our work we want to dismantle oppressive systems that for too long have been barriers to access and opportunity for BIPOC people. We understand that equity is ongoing work requiring us to engage in continual learning, courageous conversations, and community engagement.

It's also important that the candidates we place represent the community. We source diverse candidates, and support our clients in creating inclusive work environments. Building relationships is the core of what we do; we are intentionally growing a network of diverse clients, candidates, and community partners. We're also here to listen, as we recognize that listening is a key part in creating inclusive and equitable spaces for those we serve. Listening to understand is at the root of how we learn. We want to hear from you, so that we can better serve and support you.



## DIVERSITY

EOUITY

INCLUSION

### BELONGING

# **INCORPORATING DEIB INTO CULTURE**

We started our DEI journey seeking to learn more about inclusivity and equity. We knew that we had more questions than we had answers, and we sought to gain a deeper understanding of these very complex issues.

As a team we learned about the origin of race as a construct in America, from there we dove into the topics of racism, prejudice, implicit bias, microaggressions, intersectionality, and supremacy culture. With each topic we gained a better understanding of their impact on our business, individuals on our team, our industry, and the world around us.

From this learning, which we recognize is an ongoing process, we've implemented some intentional changes to honor our commitment to DEI. We wanted to share a few of the changes we've made, we hope you'll find them helpful as you create a more inclusive workplace environment. Learn more about these changes on the following page.

Additionally, BWB is here to serve as your partner in your recruiting efforts. You can count on the Bacon team to source diverse candidates, share our expertise, and help you build a network to power an inclusive organization.

#### **Equity Accountability Culture**

**Cultural Competence** 

Ongoing Learning

>>> >>> >>>

Inclusive Philantropy

#### **CULTURAL** COMPETENCY

We understand, effectively communicate with, and respect different cultures. This requires self-awareness and positive attitudes towards other cultures in the learning process.

# **HOW BWBACON IMPLEMENTS DEIB**

#### **INCLUSIVE PHILANTHROPY**

BWB aims to work with mission aligned, diverse organizations for philanthropic projects and bring more awareness and inclusivity to our community.

#### DEIB RESOURCES ON THE BWB BLOG **BWBACON GROUP VALUES**

**BWBACON 2021** 

#### **EQUITY ACCOUNTABILITY** CULTURE

We believe in workforce equity. By calling out behaviors, policies, client interactions, etc., our team can authentically live its strategy of galvanizing more equity in recruitment.

#### **ONGOING LEARNING**

The BWB team activates new muscles through ongoing education and courageous conversations in order to create a safe space for tackling issues surrounding equity, implicit bias, and intersectionality.

# TIPS FOR CULTIVATING EQUITY IN RECRUITING

When companies are intentional about creating diverse teams and demonstrate a commitment to workplace inclusivity, they experience superior performance. By focusing on a well-designed recruiting strategy, organizations have the opportunity to mitigate bias in recruiting. Here are some tips to support an inclusive recruiting strategy:

Observe when flexibility is and is NOT applied in evaluating candidate qualifications. To avoid implicit bias, try evaluating blind information (e.g. name, email address, mailing address)





**Create diverse interview panels**, this will further demonstrate your organization's commitment to workplace inclusivity.



Track candidate demographic information to determine where in the interview stage diversity is lost – unpack your findings, discuss them, and seek opportunities for improvement.



Have courageous conversations, discuss bias as a team (hint: use the BWB information resources to help get conversations started!)



Implement a plan for addressing bias when its discovered in the recruiting process. Foster an environment for constructive co-analysis and feedback.

# SAMPLE CANDIDATE INTERVIEW QUESTIONS



Without using the word 'different,' what's your definition of diversity?" When we bring diverse perspectives to the table and honor intersectionality, the flow of ideas and innovation is unstoppable. Just as you value DEI, it's important that you recruit talent that shares this value. Here are some sample questions to ask a candidate in the interview process:

?

Describe a time when you were able to overcome a communication barrier. What steps did you take and why? What was the outcome?

?



Tell us about a time that you made sure that everyone on your team felt included. Describe the situation, the actions you took, and the outcome.



What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment, and how would you see yourself demonstrating it at this company?

Share about one or two specific things you did in your previous role to promote diversity, equity, and inclusion.

Describe a time when you were able to overcome a communication barrier. What steps did you take and why? What was the outcome?

# SAMPLE POLICIES & PROCEDURES 🔗



**BWB's DEIB Policy:** BWBacon is committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion, and belonging. Our team members are the most valuable asset we have.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, selfexpression, unique capabilities and talent that our team members invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our team members differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our team members unique.

#### **BWBacon's commitment to diversity** is applicable-but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces...



Think Big Picture..

# **POLICIES & PROCEDURES CONTINUED**

#### ...OUR POLICY ENCOURAGES AND ENFORCES:

- Respectful communication and cooperation between all team members
- ✓ Teamwork and participation, permitting the representation of all groups and perspectives
- ✓ Work/Life balance through flexible work schedules to accommodate team members varying needs
- Employer and employee contributions to the  $\oslash$ communities we serve to promote a greater understanding and respect for the diversity



All BWBacon team members have a and respect at all times.

All team members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.



All team members are supported in growing and using new muscles as they gain awareness and understanding about diversity, equity, and inclusion.



Any team member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Team members who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a manager or an HR representative.



# responsibility to treat others with dignity

# **BWB'S SUPPLIER DIVERSITY STATEMENT**

IN ADDITION TO OUR DEIB POLICIES, IT IS IMPORTANT TO ACTIVELY SEEK DIVERSE SUPPLIERS AND PARTNERSHIPS.

BWBacon searches for suppliers who can support us in delivering exceptional services to our team members and clients ensuring the overall success of our business. A critical part of BW Bacon's procurement process is to promote diversity, equity and inclusion.

Diverse partner classifications include: Minority-Owned Business Enterprise (MBE), Women-Owned Business Enterprise (WBE), Veteran-Owned Business (Veteran-Owned, Service-Disabled, Service-Disabled Veteran-Owned Business), Physically-Challenged Business or Disabled Business Enterprise.



# **VENDOR DIVERSITY**

In an effort to further our commitment to equity and inclusivity, and increase our support of the community we value so deeply, we've implemented a diverse supplier initiative. Through this initiative we are supporting minority and women-owned businesses. We encourage all of our partners to explore opportunities to support diverse vendors, forming these

> relationships results in more innovative, creative, and inclusive business practices that we all can benefit and learn from. We've curated a listing of some of the vendors we're proud to partner with, and support in our work. We

hope you'll find this growing list valuable!

#### Web Development

**CME** Catering May-I Personal Chef Inc Konjo Ethiopian Food Rocky Mountain Microfinance Caterers

**Office Supplies** 

Entertainment

BUSINESS

Catering

Pretty Pages The Ripal J'Sharlon Jones **Justice Reskill** 

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# **VENDORS**

#### EON Office

JoFoKe - Jazz Band Monique Brooks-Roberts - Violinist Rajdulari - Vocalist SuCh - Vocalist & Band Pq6ix - Band Soul School - Band Ron Miles & Derrick Hodge Maestro Hughes Munchies & Mimosas



# **DIVERSE VENDORS CONTINUED**

### **BUSINESS**

## **BUSINESS**

#### Legal & Professional Services



#### VENDORS

The HR Shop- HR Consulting The Halliburton Law Firm MW Legal Group

Accounting & Bookkeeping Cheri Mason

#### **Business Coaching & Support**

Sistahbiz **BBI Professionals** 

#### **Resume Writing & Interviewing**

Rock Career Miss Write On Time Jobing With Jas

Aaron Clark, Founder of Justice Reskill

#### Printing & Marketing

**VENDORS** 

**DEI Consulting** 

Artistic Apparel Graphics and Designs KSW Social Media LV Jones Consulting KEO's Marketing Brand With Kreda ZoZo Marketing Group Bornespro Media **Payne Creative Agency** \$15 Flyers

Little Shoe Studio

Simone D. Ross Consulting -**Operationalizing Workforce Equity** 

ESD Consulting, Emily Shamsid-Deen -**Bias Training & Equity Consulting** 

The Equity Project, Dr. Dwinita Mosby Tyler

# **DIVERSE VENDORS CONTINUED**

### BUSINESS

#### **Publications**

#### Eateries

Fair Chance Hiring

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### VENDORS

Five Points Atlas Denver Urban Spectrum El Semanario La Voz Movil

LeFrench Outworld Brewing Mimosas Denver Welton Street Cafe

Fair Chance Hiring Network

None of us alone can save the nation or the world. But each of us can make a positive difference if we commit ourselves to do so.

#### Cornel West



At BWBacon, we believe ongoing learning is the only way for us to increase our cultural competency, build empathy, and gain understanding about race, social justice, and equity. We've created a list of definitions δ resources that have been enlightening as we've expanded our knowledge. We hope you will find the following resources valuable as well.

Materials

Educational

# **DEIB TERM DEFINITIONS**

TERM	DEFINITION	TERM	• D	
ALLY	Being an ally doesn't necessarily mean you fully understand what it feels like to be oppressed, it means you are taking on the struggle as your own.	DIVERSITY	Understanding and recognizin ethnicity, genc economic stat beliefs, politica	
ACCOMPLICE	To be an accomplice, one must be willing to do more than listen; one must be willing to stand with those who are being attacked, excluded or otherwise mistreated, even if that means suffering personal or professional backlash.	EMOTIONAL TAX	The combinati against bias, fo gender, race, a effects on hea at work.	
BIAS CONSCIOUS BIAS	An inclination toward someone or something. Known bias towards an individual or group.	EQUITY	Refers to the fa all people. This we can to iden	
CULTURAL COMPETENCE	The ability to effectively communicate and interact with people across cultures. It requires self awareness, and developing positive attitudes towards other cultures.	INCLUSION	stereotypes, or participation in Involvement an inherent worth	
DISCRIMINATION	The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.		recognized. An and sustains a and practices backgrounds, a	

#### DEFINITION

ng that each individual is unique zing our differences, including race, nder, sexual orientation, socioatus, age, physical abilities, religious ical beliefs, or other ideologies.

tion of being on guard to protect , feeling different at work because of , and/or ethnicity, and the associated ealth, well-being, and ability to thrive

e fair and respectful treatment of his means that we do everything entify and eliminate unfair biases, or barriers that may limit full h in our systems.

Involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive company promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living.

# **DEIB TERM DEFINITIONS**

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#### WORKPLACE Inclusion:

An atmosphere where all employees belong, contribute, and can thrive, which requires deliberate and intentional action.

TERM	DEFINITION	TERM	
INTERNALIZED OPPRESSION	The incorporation and acceptance by individuals within an oppressed group of the prejudices against them within the dominant society.	MICROAGRESSION	A statement, a instance of ind discrimination marginalized o
INTERNALIZED SUPREMACY	A complex multi-generational socialization process that teaches white people to believe,		minority.
INTERSECTIONALITY	accept and/or live superior societal definitions of self. The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or	MICRO-INEQUITY	A theory regard are singled our or otherwise d unchangeable or gender. Mic often unconsc
OPPRESSION	group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. Prolonged cruel or unjust treatment or control.	PYSCHOLOGICAL SAFETY	discourage an A belief that of humiliated for questions, cor
SOCIAL JUSTICE	Equitable distribution of wealth, opportunities, and privileges within society.	PRIVILEGE	A special right granted or ava person or grou
SUPREMACY BWBACON 2021	The belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society.		

#### DEFINITION

, action, or incident regarded as an ndirect, subtle, or unintentional on against members of a I group such as a racial or ethnic

arding ways in which individuals out, overlooked, ignored, discounted based on an le characteristic such as race icro-inequities are subtle, scious, messages that devalue, and impair workplace performance.

one will not be punished or or speaking up with ideas, oncerns or mistakes.

ht, advantage, or immunity vailable only to a particular oup.

# **DEIB TERM DEFINITIONS**

### TERM

#### RACISM

#### SYSTEMIC OPPRESSION

#### THREAT TO PET

#### UNCONSCIOUS BIAS

# The systemic oppression of a racial group to the social, economic, and political advantage of another (Merriam-Webster).

Refers to the mistreatment of people within a specific group, supported and enforced by the society and its institutions.

Refers to Black women being treated as a pet as opposed to a professional early in their careers. Upon Black women demonstrating resistance to this pet status, and the treatment that comes with it, they become threats (this term is coined by Kecia M. Thomas, Associate Dean, University of Georgia).

An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and includes the personal histories we bring to the situation.

# **READING MATERIALS**

Affirming Black Lives Without Inducing Trauma The Person You Mean to Be: How Good People Fight Bias Why We Need to Talk About Race The Enduring Solidarity of Whiteness mer Racial Microaggressions in Everyday Life The Intersectionality Wars What Is Intersectionality & What Does It Have to Do with Me? We Need Co-conspirators Not Allies: How White Americans Can Fight Racism



# ARTICLES



# **READING MATERIALS**

# ARTICLES

The 1619 Project

Bear Witness, Record, De-escalate; How Race May Affect What Bystanders Are Called To Do In Cases Like George Floyd's

Project Implicit

The Other America, Welcome to My Lived Experience

Reggie Rivers: "I'm black and despite all I've accomplished, society views me as a threat."

Inspiring Equity Through Black History

Plick any title to see (11 M more!

## FILMS & VIDEOS

13th

5 Tips For Being An Ally

What Matters Produced by BLM

Just Mercy

King in the Wilderness

The Urgency of Intersectionality

## PODCASTS

Pod Save the People

Code Switch

The Nod

The Stoop

**Identity Politics** 

1619 Audio Series On One with Angela Rye



**The need for change bulldozed a** road down the center of my mind. 11 -Maya Angelou

Author Author Title Anthony Greenwald & Blind Spot Michael Eric Dyson Mahzarin Banaji Michelle Alexander Bryan Stevenson Just Mercy Mikki Kendall **Claude Steele** Whistling Vivaldi: How Stereotypes Affect Us & What We Can Do **Richard Rothstein** Douglass A. Blackmon Slavery By Another Name Isabel Wilkerson Caste The Origins of Our Discontent Robin DiAngelo Jennifer Eberhardt Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think & Do Ta-Nehisi Coates Me & White Supremacy: Combat Racism, Layla F. Saad Change the World, & Become a Good Tiffany Jewell Ancestor

Title

Tears We Cannot Stop

The New Jim Crow.

Hood Feminism 🕊 🕊

The Color of Law: A Forgotten History of How Our Government Segregated America

White Fragility: Why It's So Hard for White People to Talk About Racism

Between the World and Me

This Book is Antiracist

Click

to find

the book.

# 

### **DATA REFERENCES**

The Citizens Police Data Project

Mapping Police Violence

**Racial Economic Inequality Data** 

Closing Statement

You can count on the BWB team to source diverse candidates, share our expertise, and help you build a network to power an inclusive organization.

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