

# AABA Annual Diversity & Inclusion Training

Hello AABA Board of Directors,

AABA staff has found a new online DEI training for this year presented by Nonprofitready.org. We've used the Microsoft DEI training for the past two years. As a reminder, online training for Inclusion & Diversity is required for each BID Director and BID staff, annually. The City has allowed us to do these online trainings in lieu of a live training we were required to do three years ago. To access the training videos, please click on the link below and watch all the videos as outlined below.

Please complete all the videos by December 31<sup>st</sup>, 2024, as we must document your completion in order to renew our BID contracts in January. The total combined time of the training videos is 3 hrs. 7 min.

Please check the box under each section once you have viewed. **Please sign & date at the bottom of this form once you have completed your assignment and submit it to the AABA office.**

To Complete the DEI training, follow the link and use the login information below.

<https://ready.csod.com/ui/lms-learner-playlist/PlaylistDetails?playlistId=f4c46a86-7d62-49ea-a2d2-9d74f3c1ff0a>

Username: scott@adamsavenuebusiness.com

Password: AdamsAve24

## Why Diversity Matters for Non-Profits

In this 16-minute video, you will hear from Kishshana Palmer, an expert in nonprofit leadership and inclusive practices. In an interview style format, Kishshana will explain how some nonprofit policies and procedures can unintentionally keep you from not just retaining talent but attracting capable and qualified staff. Kishshana uses real world examples from nonprofit organizations and addresses how our unconscious biases are reflected in the day-to-day operations of an organization and how to address them. 16:00

☐ I have completed the video

Comments:

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## Support an Inclusive Culture

In this one-hour and 15-minute curriculum, comprised of 4–10-minute microlearning courses, you will learn how to support an inclusive culture within your workplace. 75:00

☐ I have completed the video

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## Equity and Inclusion Lens

In this 10-minute Ready to Go Mobile Guide, you will learn how to ask the questions that will aid you in incorporating equity and inclusion in every aspect of your work and interactions. Nonprofit Association of Oregon designed this guide in collaboration with the Cornerstone OnDemand Foundation for nonprofits and those that support nonprofits to strengthen awareness of and incorporate equitable and inclusive practices. 10:00

☐ I have completed the video  
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## Address Your Unconscious Biases

In this 35-minute curriculum, comprised of 2–4-minute microlearning courses, you will learn how to tackle unconscious bias. 35:00

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## LGBTQ in the Workplace: Gender Identity vs. Sexual Orientation

This 5-minute online course provides an explanation of the various types of gender identities and how those are often expressed, as well as how people identify their sexual orientation, and the terms associated with that. The course includes an exam, downloadable guide, and is available with French, Spanish or English closed captioning.

**IMPORTANT** - An exam must be passed for the course to register as complete. The number of questions and pass percentage varies for each exam, yet it can be taken an unlimited number of times. To access an exam, course videos must always be played to their conclusion. 5:00

☐ I have completed the video

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**Invisible Disabilities**

In this 30-min course, discover how to recognize invisible disabilities and provide appropriate and reasonable accommodations for people with physical disabilities, neurological differences, and mental illness. 30:00

☒ I have completed the video  
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**Respect Ethnic & Racial Differences**

In this 16-minute course, you will learn that today's workplace is more diverse than ever. And how we approach our differences in race and ethnicity can either encourage or discourage mutual respect. 16:00

☒ I have completed the video  
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*STAFF*  
AABA Board Member Name SCOTT KESSLER

I Have Completed Watching All the Videos on This Date 1-2-25

Signature SCOTT KESSLER



Comments

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AABA Board Member Name Julia Sanchez  
I Have Completed Watching All the Videos on This Date 12-20-2024  
Signature Julia Sanchez

Comments

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AABA Board Member Name Russ Vuich

I Have Completed Watching All the Videos on This Date 12/17/24

Signature [Signature]



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Comments

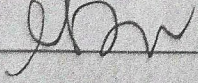
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AABA Board Member Name Meredith Walton

I Have Completed Watching All the Videos on This Date 12/11/24

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AABA Board Member Name Doug Generoli

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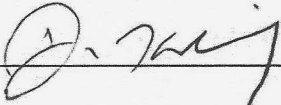
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AABA Board Member Name David Harding

I Have Completed Watching All the Videos on This Date 12/10/2024

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AABA Board Member Name Derith Mason

I Have Completed Watching All the Videos on This Date 12/20/24

Signature Derith

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AABA Board Member Name Devon Jina

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AABA Board Member Name

Ryan Altman

I Have Completed Watching All the Videos on This Date

12/17/24

Signature

[Signature]

Comments

No Comment!

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Good Points

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Comments

Very Interesting

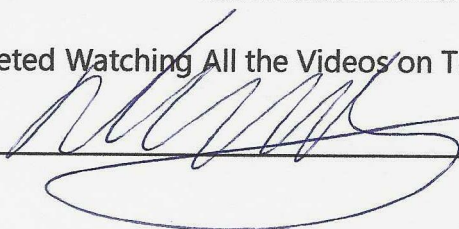
AABA Board Member Name

MICK WARD

I Have Completed Watching All the Videos on This Date

1/12/25

Signature





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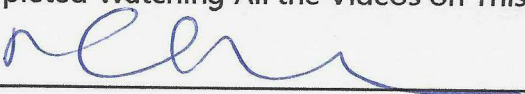
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AABA Board Member Name Nicole McGreevy

I Have Completed Watching All the Videos on This Date Jan 1, 2025

Signature 

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☒ I have completed the video  
Comments

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AABA Board Member Name Lauren Castro

I Have Completed Watching All the Videos on This Date 1/15/2025

Signature Lauren Castro  
Digitally signed by Lauren Castro  
Date: 2025.01.27 10:08:48 -08'00'