Resource from Stantec: website from one of their partners, [www.catalyst.org](http://www.catalyst.org).

* Catalyst is a global nonprofit working with some of the world’s most powerful CEOs and leading companies to build workplaces that work for women.

Here are the responses from both Anita and Ricardo for two questions from the chat box that we weren’t able to get to:

**Ricardo:**

Q1:  What's the best way to describe Black Lives Matter?

I describe it as a contemporary movement that is key in propelling the racial equity conversation

Q2:  What areas of training & development (specific topics) should organizations start with to address D&I?

* Key terminology (diversity, inclusion, equality vs equity, human rights, bias, stereotype, discrimination, systemic discrimination)
* Inclusive hiring
* Working with diverse teams
* Inclusive leadership

**Anita**

Q1: Could you please explain a bit further about the differentiation of anti-racism work vs. DEI efforts?

* Her response to this question is shared in the attached pdf.