

AABA Annual Diversity & Inclusion Training

The AABA Board of Directors chose the Microsoft online training for Inclusion & Diversity to be taken by each Director in lieu of a live training. City of San Diego requires each BID Director to take an annual training. To access all the training videos, please click on the link below. Each section of Microsoft training has many additional short follow-up videos that you may view at your discretion but are not required to. Make sure you're watching the correct video!

Please complete all the videos by December 31st, 2025, as we must document your completion in order to renew our BID contracts in January. The total combined time of the training videos is 2 hrs. 40 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://www.microsoft.com/en-us/diversity/explore-learn#layout-container-uid0446>

What it means to be a good-ish ally

NYU Professor Dolly Chugh shares insights from The Person You Mean to Be, inviting us to embrace the discomfort of growth and the idea of being "good-ish" as we work toward more inclusive, self-aware workplaces. 30:16

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Comments:

Making space to grow - together

Eduardo Briceño, co-founder of Wiring Growth, explores how adopting a growth mindset can help teams navigate discomfort, build trust, and turn mistakes into momentum. It's a reminder that inclusion requires curiosity, not perfection. 29:26

I have completed the video

Comments

Inclusion Insights: Inclusive Workforces for Global Impact

Lindsay-Rae McIntyre, Chief Diversity Officer and Corporate Vice President of Talent and Learning at Microsoft, explores how inclusive teams fuel innovation, resilience, and global business success. 24:44

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Comments

Mountain View: Perspectives on inclusion in the U.S.

Rukmini, Eren, and Phil share insights on introspection, the risks of building without representation, and how everyday actions can strengthen allyship and shape better products. 15:15

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Comments

Disability: Increasing Access and Understanding

Charlotte McClain-Nhlapo, Global Disability Advisor at the World Bank Group, explores the diversity within the disability community and why organizations must deepen their understanding to foster true inclusion. 29:46

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Comments

Covering: Impacts on employee effectiveness and authenticity

At Build 2021, Kenji Yoshino, Chief Justice Earl Warren Professor of Constitutional Law at NYU, and Lindsay-Rae McIntyre, Chief Diversity Officer and Corporate Vice President of Talent and Learning at Microsoft, discuss workplace "covering" — how employees hide aspects of identity, its effects on effectiveness and authenticity, and what leaders can do to foster more genuine inclusion. 30:43

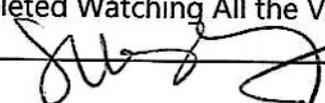
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Comments

^{STAFF}
AABA Board Member Name Scott Keener
I Have Completed Watching All the Videos on This Date Dec. 29, 2025
Signature 

Covering: Impacts on employee effectiveness and authenticity

At Build 2021, Kenji Yoshino, Chief Justice Earl Warren Professor of Constitutional Law at NYU, and Lindsay-Rae McIntyre, Chief Diversity Officer and Corporate Vice President of Talent and Learning at Microsoft, discuss workplace "covering" — how employees hide aspects of identity, its effects on effectiveness and authenticity, and what leaders can do to foster more genuine inclusion. 30:43

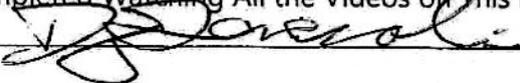
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AABA Board Member Name Julia Sanchez-Harris
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Signature 

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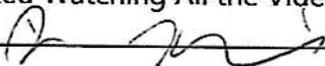
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AABA Board Member Name Doug Generoli
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AABA Board Member Name David Hardy
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Comments

*diversity and inclusion, covering is
not being yourself to blend into the
mainstream*

AABA Board Member Name Russ Vuich

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Helpful

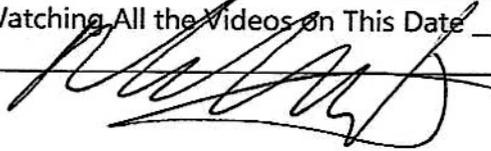
AABA Board Member Name

MICK WARD

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12/7/25

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Covering: Impacts on employee effectiveness and authenticity

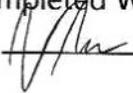
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Comments

I didn't realize there was a term for some of my actions in my lifetime as a person of Mexican culture. It should be very important to have an organization built around the principles that an organizational member can be themselves so they can focus on their work.

AABA Board Member Name Victor Morales

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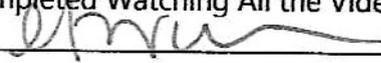
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Comments

be yourself: don't hide

AABA Board Member Name Meredith Walton

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AABA Board Member Name Ryan Altma
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AABA Board Member Name Denith Mason

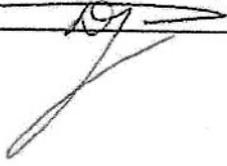
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AABA Board Member Name DEVON JINA
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Comments

Great reminders!

AABA Board Member Name Kim James

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Signature Kim James

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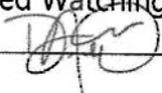
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Comments

Great key-points in showing how often people feel pressure to hide parts of who they are at work. It reinforced how inclusive norms and psychological safety can lead to more authentic participation, stronger collaboration, and better decision-making across our diverse business community.

AABA Board Member Name Denise Arellano

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Signature 

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AABA Board Member Name *Antonia R. Conwell*
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Signature *Antonia R. Conwell*

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Comments

We have to foster diversity and inclusion in order for companies to continue to innovate.

AABA Board Member Name Lauren Castro

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Signature Lauren Castro

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Date: 2026.01.21 17:16:00 -08'00'

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AABA Board Member Name

Nicole McGreevy

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Dec 20, 2025

Signature

