RESOURCE GUIDE
Gender diversity

Books

Fiction:

Middlesex
by Jeffrey Eugenides
This work of fiction is the astonishing tale of a gene that passes down through three generations of a Greek-American family and flowers into the body of a teenage girl, Calliope. To understand why Calliope is not like other girls, she has to uncover a guilty family secret that turns Callie into Cal.

The Black Tides of Heaven
by Jy Yang
In the world of this LGBT fantasy novella, gender is not assigned at birth and children later get to choose a gender confirmation. The book centers around the twin children of the Protector, whose magic powers cause them to become entangled in the political machinations of their mother.

Nonfiction – Biographical & Autobiographical:

The Moment of Lift: How Empowering Women Changes the World
by Melinda Gates
For the last twenty years, Melinda Gates has been on a mission to find solutions for people with the most urgent needs, wherever they live. Throughout this journey, one thing has become increasingly clear to her: If you want to lift a society up, invest in women.

Pressure is a Privilege: Lessons I’ve Learned From Life and the Battle of the Sexes
by Billie Jean King and Christine Brennan
This book uses the Billie Jean King / Bobby Riggs match to illustrate what she learned in her early life that brought her to that event and the lessons that she learned from it, including - Bring All of Yourself; See It to Be It; Champions Adjust; Never Underestimate Your Opponent; Do the Right Thing; Leaving a Legacy.

I am Malala: The Story of the Girl Who Stood Up for Education and was Shot by the Taliban
by Malala Yousafzai and Christina Lamb
When the Taliban took control of the Swat Valley in Pakistan, one girl spoke out. Malala Yousafzai refused to be silenced and fought for her right to an education. I Am Malala is the remarkable tale of a family uprooted by global terrorism, of the fight for girls’ education, of a father who, himself a school owner, championed and encouraged his daughter to write and attend school, and of brave parents who have a fierce love for their daughter in a society that prizes sons.
Books

Nonfiction – Feminism 101:

*We Should All Be Feminists*  
by Chimamanda Ngozi Adichie  
Adichie shines a light not only on blatant discrimination, but also the more insidious, institutional behaviors that marginalize women around the world, in order to help readers of all walks of life better understand the often-masked realities of sexual politics. This book is an exploration of what it means to be a woman now and a rally cry for why we should all be feminists.

*Women & Power: A Manifesto*  
by Mary Beard  
Tracing the seeds of misogyny, beginning with Homer's Odyssey and continuing through Elizabeth Warren’s 2017 silencing in the Senate. With personal reflections on her own online experiences with sexism, Beard asks: If women aren’t perceived to be within the structure of power, isn’t it power itself we need to redefine? And how many more centuries should we be expected to wait?

*The Guilty Feminist: From Our Noble Goals to Our Worst Hypocrisies*  
by Deborah Frances-White  
From inclusion to the secret autonomy in rom-coms, from effective activism to what poker can tell us about power structures, Deborah explores what it means to be a twenty-first-century feminist, and encourages us to make the world better for everyone. Featuring interviews with activists, comedians and commentators, an entertaining book that encourages women to embrace feminism and the reality of being a woman today.

*Brave Not Perfect*  
by Reshma Saujani  
In a book inspired by her popular TED talk, Saujani empowers women and girls to embrace imperfection and bravery. She shows women how to protect themselves from burnout, achieve their dreams and band together so that women everywhere can prosper.

Nonfiction – Gender Equality:

*What Works: Gender Equality by Design*  
by Iris Bohnet  
Diversity training programs have had limited success, and individual effort alone often invites backlash. Behavioral design offers a new solution. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions.
Books

Nonfiction – Gender Equality: (contd.)

You Can’t Fix What You Can’t See: An Eye-Opening Toolkit to Cultivate Gender Harmony in Business
by Karen Cornwell
Cornwell provides a framework to understand some of the key differences between the way men and women think to bring new meaning to your experiences (both past and present). It will give you the power to "see" differently, to interpret actions, behavior, and conversations through a new and more powerful lens. You will learn how to leverage gender differences in order to maximize innovation, productivity, and employee engagement.

Lean Out: The Struggle for Gender Equality in Tech and Start-Up Culture
by Elissa Shevinsky
Lean Out collects 25 stories from the modern tech industry, from women who have started their own companies and who have worked for some of the most successful corporations in America, from LGBTQ women, from women of color, from transgender people and people who do not ascribe to a gender. All are fed up with the glacial pace of change in America’s tech industry.

Nonfiction – Moving Beyond the Binary:

What’s your Pronoun?: Beyond He and She
by Dennis Baron
Far more than a by-product of the culture wars, gender-neutral pronouns are, however, nothing new. Addressing one of the most pressing cultural questions of our generation, Dennis Baron reveals the untold story of how we got from he and she to zie and hir and singular-they.

Technically Wrong: Sexist Apps, Biased Algorithms, and Other Threats of Toxic Tech
by Sarah Wachter-Boettcher
Buying groceries, tracking our health, finding a date: whatever we want to do, odds are that we can now do it online. But few of us realize just how many oversights, biases, and downright ethical nightmares are baked inside the tech products we use every day. It’s time we change that.

Nonfiction – Women by Women:

Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.
by Brené Brown
Leadership is not about titles, status and power over people. Leaders are people who hold themselves accountable for recognizing the potential in people and ideas, and developing that potential. This is a book based on research with 150 global C-suite executives for everyone who is ready to choose courage over comfort, make a difference and lead.
Books

Nonfiction – Women by Women: (contd.)

Invisible Women: Exposing Data Bias in a World Designed for Men
by Caroline Criado

Invisible Women shows us how, in a world largely built for and by men, we are systematically ignoring half the population. It exposes the gender data gap – a gap in our knowledge that is at the root of perpetual, systemic discrimination against women, and that has created a pervasive but invisible bias with a profound effect on women’s lives.

Women, Race & Class
by Angela Davis

A powerful study of the women’s liberation movement in the U.S., from abolitionist days to the present, that demonstrates how it has always been hampered by the racist and classist biases of its leaders.

Delusions of Gender: How Our Minds, Society and Neurosexism Create Difference
by Cordelia Fine

Drawing on the latest research in neuroscience and psychology, Fine debunks the myth of hardwired differences between men’s and women’s brains, unraveling the evidence behind such claims as men’s brains aren’t wired for empathy, and women’s brains aren’t made to fix cars. Instead of a “male brain” and a “female brain,” Fine gives us a glimpse of plastic, mutable minds that are continuously influenced by cultural assumptions about gender.

The Fix: Overcoming the Invisible Barriers That Are Holding Women Back at Work
by Michelle King

For years, we’ve been telling women that in order to succeed at work, they have to change themselves first—lean in, negotiate like a man, don’t act too nice or you’ll never get the corner office. But after sixteen years working with major Fortune 500 companies as a gender equality expert, Michelle King has realized one simple truth—the tired advice of fixing women doesn’t fix anything.

The Gendered Brain: The New Neuroscience That Shatters the Myth of the Female Brain
by Gina Rippon

Taking us back through centuries of sexism, The Gendered Brain reveals how science has been misinterpreted or misused to ask the wrong questions. Instead of challenging the status quo, we are still bound by outdated stereotypes and assumptions. However, by exploring new, cutting-edge neuroscience, Rippon urges us to move beyond a binary view of our brains and instead to see these complex organs as highly individualized, profoundly adaptable and full of unbounded potential.
Books

Nonfiction – Women by Women: (contd.)

Inferior: How Science Got Women Wrong and the New Research That’s Rewriting the Story
by Angela Saini
Shedding light on controversial research and investigating the ferocious gender wars in biology, psychology and anthropology, Angela Saini takes readers on an eye-opening journey to uncover how women are being rediscovered. She explores what these revelations mean for us as individuals and as a society, revealing an alternative view of science in which women are included, rather than excluded.

Nonfiction – Men as Allies:

Brotopia: Breaking Up the Boys’ Club of Silicon Valley
by Emily Chang
In this powerful exposé, Bloomberg TV journalist Emily Chang reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures despite decades of companies claiming the moral high ground (Don’t Be Evil! Connect the World!)—and how women are finally starting to speak out and fight back.

That’s What She Said: What Men and Women Need to Know about Working Together
by Joanne Lipman
Filled with illuminating anecdotes, data from the most recent studies, and stories from Joanne Lipman’s own journey to the top of a male-dominated industry, this book shows how we can win by reaching across the gender divide. That’s What She Said shows why empowering women as true equals is an essential goal for women and men—and offers a roadmap for getting there.

Podcasts & TED talks

Feminism 101:

The Guilty Feminist (Podcast)
by Deborah Frances-White
Comedian Deborah Frances-White and special guests discuss topics “all 21st century feminists agree on” while confessing their insecurities, hypocrisies and fears that underlie their lofty principles.

Confessions of a Bad Feminist (TED talk)
by Roxanne Gay
In a thoughtful and provocative talk, Roxanne Gay asks us to embrace all flavors of feminism—and make the small choices that, en masse, might lead to actual change.
Podcasts & TED talks

Gender equality:

The Urgency of Intersectionality (TED talk)
by Kimberlé Crenshaw
Now more than ever, it's important to look at the reality of race and gender bias and understand how the two can combine to create even more harm.

Why Gender Equality is Good for Everyone – Men Included (TED Talk)
by Michael Kimmel
At Kinship United, they face this issue head on by protecting girls from female genital mutilation, making sure they have the same educational opportunities as their male counterparts, and raising a generation of young men to respect women.

The True Story of the Gender Pay Gap
Discrimination can’t explain why women earn so much less than men. If only it were that easy.

Moving beyond the binary:

How to Talk (and Listen) to Transgender People (TED Talk)
by Jackson Bird
In this Ted Talk, Jackson Bird is giving a starter pack of trans knowledge and recommends to start talking and listen to trans people in order to understand them.

Gender Stories (Podcast)
by Alex Iantaffi
In this podcast, Iantaffi reflects on how gender impacts different areas of our lives, such as relationships, spirituality, parenting and more.

Can We Have It All? (TED Talk)
by Anne-Marie Slaughter
Slaughter expands her ideas and explains why shifts in work culture, public policy and social mores can lead to more equality -- for men, women, all of us.

A Different Kind of Superpower: What it Means to be Intersex (TED Talk)
by Susannah Temko
Temko is determined to increase the positive visibility of the intersex community and dispel myths and misinformation about intersex people.

Women by Women:

On Being a Woman and a Diplomat (TED talk)
by Madeleine Albright
Former US Secretary of State Madeleine Albright talks bluntly about politics and diplomacy, making the case that women’s issues deserve a place at the center of foreign policy.
Podcasts & TED talks

**Badass Women’s Hour (Podcast)**
by Natalie Campbell
A weekly podcast filled with career inspiration, smart talk and advice. The group of hosts and special guests cover live, love, living and everything in-between.

**Women’s Hour Daily (Podcast)**
by Jane Garvey and Jenni Murray
The podcast brings across women’s perspective and diverse voices in a non-stereotypical fashion talking about issues that matter most to women in life and in work.

**This Tennis Icon Paved the Way for Women in Sports (TED talk)**
by Billie Jean King
In this freewheeling conversation, King talks about identity, the role of sports in social justice and the famous Battle of the Sexes match against Bobby Riggs.

**No, You Go (Podcast)**
By Jenn Lukas, Katel LeDû and Sarah Wachté-Boettcher
A weekly podcast all about building satisfying careers and businesses, getting free of toxic bullshit, and figuring out how to live our best feminist lives at work.

**A Woman’s Fury Holds Lifetimes of Wisdom (TED Talk)**
by Tracee Ellis Ross
The global collection of women’s experiences can no longer be ignored, says actress and activist Tracee Ellis Ross. In a candid, fearless talk, she delivers invitations to a better future to both men and women.

**Why We Have Too Few Women Leaders (TED Talk)**
by Sheryl Sandberg
Sandberg focuses on the personal obstacles that impede many women from achieving the same level of success as their male peers.

**Men as Allies:**

**Why I’m Done Trying to be “Man Enough” (TED talk)**
by Justin Baldoni
Baldoni wants to start a dialogue with men about redefining masculinity. In a personal talk, he shares his effort to reconcile who he is with who the world tells him a man should be.

**The Fix (Podcast)**
by Michelle King
In this podcast, King shares stories of women and men who are taking action and innovating to advance equality in the workplace and beyond.
Podcasts & TED talks

Men as Allies: (contd.)

Gender Diverse Leadership Helps Organizations Thrive (TED talk)
by Stefanie Mockler
A business consultant relates that, in her experience, gender-diversity in leadership makes companies measurably more successful. She suggests actionable steps for improving the diversity of leadership teams.

An Invitation to Men Who Want a Better World for Women (TED talk)
by Elizabeth Nyamayaro
Nyamayaro is the head of the UN Women’s HeForShe initiative which has created more than 2.4 billion social media conversations about a more equal world. In this talk, she invites us all to join in as allies in our shared humanity.

Improving Gender Parity Through Corporate Accountability (TED talk)
by Sara Sanford
This framework identifies the gaps, applies small changes and certifies business to close the gender parity. She looks forward to the day when companies which are not gender equity-focused will be at a competitive disadvantage to those which are.

Films & Television

Hidden Figures (Feature Film)
by Theodore Melfi with Taraji P. Henson, Janelle Monáe and Octavia Spencer
This historic film follows African American women working with complex mathematical equations behind the scenes at NASA to bring Americans to the moon as part of the 1960s Space Race.

What does intersex mean? (Episode)
by Maria Tridas
This episode of InQueery – the series that takes a deeper look at the meaning, context, and history of LGBTQ+ vocabulary and culture – focuses on the history of the word “Intersex”.

5 Non-Binary People Explain What “Non-Binary” Means to Them (Video)
by Tinder with Dani, Lindsay, Feng, Francois and James
Hear from non-binary people and learn about how they define the term “non-binary,” where they encounter challenges, their advice for allies, and what the future may hold.

Purl (Short film)
by Pixar
Purl features an earnest ball of yarn named Purl who gets a job in a fast-paced, high energy, bro-tastic start-up. Yarny hijinks ensue as she tries to fit in, but how far is she willing to go to get the acceptance she yearns for, and in the end, is it worth it?
Films & Television

**Miss Representation (Feature Documentary)**
by Jennifer Siebel Newsom
An exposé on how mainstream media and culture contribute to the under-representation of women in positions of power and influence in the United States.

**The Mask You Live In (Feature Documentary)**
by Jessica Congdon and Jennifer Siebel Newsom
Following boys and young men through how gender stereotypes interconnect with race, class and circumstance, creating a maze of identity issues to become “real” men.

**Battle of the Sexes (Feature Film)**
by Valerie Faris and Jonathan Dayton with Emma Stone and Steve Carell
This film is based on the electrifying true story of the 1973 tennis match between women’s champion Billie Jean King and former men’s champ bobby Riggs.

Blogs, press and websites

**Feminism 101:**
**Geek Feminism – Resources for Allies**
A guide to help support women in geek communities.

**Why Our Feminism Must be Intersectional (and 3 Ways to Practice It)**
An article highlighting the importance of connecting feminism and intersectionality.

**The Push to Make French Gender-Neutral**
Can changing the structure of a language improve women’s status in society?

**Why Don’t Women Promote Themselves?**
The tendency for women to undervalue themselves makes it more difficult to achieve parity and close the gender gap in the workplace. How can we change this?

**Gender Equality:**
**This Is Why Women Don’t Want to Work at Your Tech Company**
New research shows that the gender disparity is rampant in tech. Here’s how recruiters can fix this.

**13 Ideas to Promote Female Equality in the Workplace**
A list of advices to ensure an optimum equality in the workplace.
Blogs, press and websites

Gender Equality: (contd.)

**Intersectionality: How Gender Interacts with Other Social Identities to Shape Bias**
An article explaining the impact gender and other identities have on us.

**Hunspanderer**
#HunSpanderer was founded in 2015, with the aim of addressing gender stereotypes and unconscious discrimination in society.

**Where Are All the Women CEO’s?**
The traditional steppingstones to the chief executive position are jobs responsible for the bottom line—such as head of division—and those roles are still overwhelmingly filled by men.

**Women in The Boardroom Report**
Women are still largely under-represented on corporate boards globally, and progress to change this trend continues to be slow.

**13 Ways Business Owners Can Encourage Gender Equality Through Company Culture**
Members of Forbes Coaches Council explain exactly how businesses can encourage a shift in perspective for their workforce culture, and why that change is necessary.

**Moving Beyond the Binary:**

**Workplaces Need to Prepare for the Non-Binary Future**
Employers are going to have to adjust their approach to gender and fast.

**Genderbread Person 4.0**
A teaching tool for breaking the big concept of gender down into bite-sized, digestible pieces.

**Life Outside the Binary**
Information center for nonbinary people, parents of nonbinary children, and allies.

**Best Practices for Non-Binary Gender Inclusion in the Workplace**
This guide details a variety of specific best practices for creating welcoming workplace environments for non-binary employees.

**5 Ways to Make the Office More Welcoming for People of All Gender Identities**
A short-read detailing how you can be a good colleague.
Blogs, press and websites

Moving Beyond the Binary: (contd.)

Transgender FAQ
Gender is not always binary and that we should support all women and non-conforming genders.

Let’s Talk About Deadnaming Trans People and Why ‘Freedom of Speech’ Isn’t Always the Answer
What is deadnaming and what role does it play in the office?

The End of Guys
If we use ‘guys’ to refer to a group that isn’t explicitly all male we may or may not hurt somebody. If we use ‘folks’ we definitely will not hurt anybody.

Nonbinary and Gender Fluid Adults on Finding Their Words – And the Strength – to be Themselves
Coming out as non-binary transformed the lives of these five Americans. Here are their stories, in beautifully crafted words and photographs.

Women by Women:

8 Ways to Identify Male Advocates
A guide from the National Center for Women & IT (NCWIT) to help identify male allies at work.

Women in Tech Raise the Bar: They Don’t Need it Lowered Anyway
A NCWIT post about the added value of women in IT.

A New Obstacle for Professional Women: The Glass Escalator
An analysis of the rapid career growth of men in female-dominated professions.

McKinsey Women in the Workplace 2019 Report
Not many realize it, but the biggest obstacle that women face is much earlier in the pipeline, at the first step up to manager.

Lean In
Lean In is a global community dedicated to helping women achieve their ambitions, founded by Sheryl Sandberg.

Men as Allies:

8 Ways to Increase Male Advocacy
A guide from the NCWIT to help foster advocacy from male colleagues in the workplace.
Blogs, press and websites

Men as Allies: (contd.)

**Top 10 Ways to be a Male Advocate for Technical Women**
A NCWIT list of successful examples from men to promote diversity in their workplace.

**Men Advocating Real Change (MARC)**
A website empowering men to engage in workplace inclusion through research.

**160+ Examples of Male Privileges in All Areas of Life**
A list of everyday life situations that demonstrate male privilege inviting men to consider the effect of gender inequality on their lives.

**10 Simple Ways to Be an Ally for Women in Tech**
Women make up more than half of the U.S. workforce, but hold fewer than 20% of U.S. tech jobs. What causes this disparity?

**Tech Diversity Bingo**
A Bingo card for allies to support minority groups through actions, words, and support.