RESOURCE GUIDE
General Diversity & Inclusion

Books

Better Allies
By Karen Catlin
Learn to spot situations where you can create a more inclusive culture, along with straightforward next steps to take.

Blindspot: Hidden Biases of Good People
By Mahzarin Banaji and Anthony Greenwald
Explore hidden biases that we all carry from a lifetime of experiences with social groups – age, gender, race, ethnicity, religion, social class, sexuality, disability status, or nationality.

What If?
By Steve L. Robbins
The book provides stories illustrating the concepts of diversity and inclusion and offers some tips for putting key learning in your organization.

Inclusion: Diversity, The New Workplace & The Will To Change
By Jennifer Brown
Shares proven strategies to empower members of your entire organization to utilize all of their talents and potential to drive positive organizational change and the future of work.

The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off
By Mason Donovan, Mark Kaplan
Provides straightforward advice and translates inclusive intent into a truly inclusive outcome with employees, customers, and other stakeholders focused on change effort.

Dare to Lead
By Brené Brown
The ultimate playbook for developing brave leaders and courageous cultures.

Originals
By Adam Grant
How non-conformists change the world, how to champion new ideas, and how to fight groupthink.

Podcasts & TED talks

NPR: Code Switch
A team of journalists fascinated by the overlapping themes of race, ethnicity and culture, how they play out in our lives and communities, and how all of this is shifting.
Inclusion Starts with I
By Accenture
A discussion around the importance of a positive, inclusive work environment.

I Am NOT Black, You are NOT White
By Prince Ea
This video asks us to challenge the labels that were made up to divide us.

Under Our Skin
By The Seattle Times
This project features 18 diverse voice from western Washington having discussions around race, inclusiveness, and sensitivity.

TV show: The Good Place
By Michael Schur
Exploring themes of morality and the afterlife, The Good Place features a diverse cast that sits far away from any cultural stereotypes.

Podcasts & TED talks

TED Talk: How to Get Serious About Diversity and Inclusion in the Workplace
by Janet Stovall
Imagine a workplace where people of all colors and races are able to climb every rung of the corporate ladder -- and where the lessons we learn about diversity at work actually transform the things we do, think and say outside the office.

TED Talk: 3 Ways to be a Better Ally in the Workplace
By Melinda Epler
We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among factors that affect our chances and we all should be allies for those who face discrimination.

TED Talk: The Danger of a Single Story
By Chimamanda Adichie
Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.

TED Talk: The Urgency of Intersectionality
By Kimberle Crenshaw
Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm.

Videos & Television

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TV show: Brooklyn Nine-Nine
By Dan Goor & Michael Schur
The show follows a group of New York City detectives who unabashedly love and support each other and features representation of non-toxic masculinity.

Blogs, Press and Websites

CEO Action for Diversity & Inclusion
Aims to collectively rally the business community to advance D&I within the workplace.

An Incomplete Guide to Inclusive Language for Startups and Tech
Inclusive language treats all people with respect, dignity, and impartiality. This comprehensive guide provides tips and actions to bring everyone into the group and exclude no one.

Project Include
A non-profit that uses data and advocacy to accelerate diversity and inclusion solutions in the tech industry.

Diversity Best Practices
A variety of resources to keep Diversity & Inclusion specialists well informed on workplace and diversity issues.

Compilation of Diversity & Business Case Research Data
A compilation of research to better understand the business case for D&I.

Bias Interrupters
Specific bias interrupting techniques for the workplace.

Better Allies
Additional resources focused on allyship.

100 Ways to make life less frustrating for people of color
Humorous and down to earth everyday tips on allyship focused on race.

Harvard Business Review: Diversity
A subtopic thread for articles that specifically focus on diversity in the workplace.

Unpacking the Invisible Knapsack
By Peggy McIntosh
An academic study from 1989 on bringing white and male privilege into light.
Blogs, Press and Websites

The Bias Barrier: Allyships, Inclusion and Everyday Behaviors
By Deloitte
Allies may serve as a missing link for organizations to take the next step in truly embedding inclusion into their every experiences of their people.

Why Diversity Matters
By McKinsey
Latest research finds that companies in the top quartile for gender or racial and ethnic diversity are more likely to have financial returns above their national industry medians.

How Diversity Makes Us Smarter
By Katherine W. Phillips
Being around people who are different from us makes us more creative, more diligent and harder-working.

The Diversity and Inclusion Revolution: Eight Powerful Truths
By Juliet Bourke, Bernadette Dillon
While most business leaders now believe having a diverse and inclusive culture is critical to performance, they don't always know how to achieve that goal. Here are eight powerful truths that can help turn aspirations into reality.

The Mix That Matters
By BCG
An empirical analysis designed to understand the relationship between diversity in management (all levels of management, not just executive management) and innovation.

Delivering Through Diversity
By McKinsey
This latest research reinforces the link between diversity and company financial performance and suggests how organizations can craft better inclusion strategies for a competitive edge.

Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World
By The Centre for Global Inclusion
Tips and suggestions for measuring diversity and fostering inclusion that outline everything from how to present D&I to implementing it in every day situations.