



Book List & Helpful Reading

A Number Of Great Books On Diversity And Inclusion

1. **“White Fragility: Why It’s So Hard for White People to Talk About Racism” by Robin DiAngelo**
 - a. The New York Times best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality. This book may be especially approachable for those readers who have never had to step outside their privilege to consider some of the topics DiAngelo raises around examining whiteness.
2. **Inclusion: Diversity, The New Workplace & the Will to Change by Jennifer Brown**
 - a. Author Jennifer Brown shares her expertise about harnessing the power of diversity and inclusion in her book Inclusion. She explains how employees who feel fully welcomed, valued, respected, and heard by their colleagues and organizations will ultimately serve to strengthen your company and how it's critical to build systems that embrace diversity in all its forms, including: Identity and background to diversity of thought, style, approach, and experience.
3. **We're All in This Together, by Mike Robbins**
 - a. Leadership consultant Mike Robbins calls on leaders to break their silence on diversity and inclusion in the workspace, saying, "We can no longer opt out of addressing these things, even though they can often be confusing, uncomfortable, and difficult."
 - b. Citing research, Robbins says tackling inclusion head on will make teams work more productively, boosting a company's bottom line.
 - c. Robbins has given leadership training on topics including diversity and inclusion at companies like Google, Wells Fargo, Gap, and Microsoft.
4. **"Inclusify" by Stefanie Johnson**
 - a. Management expert Stefanie Johnson describes how employees have two basic desires: to fit into a group and to stand out as individuals. "Inclusify," provides a roadmap for leaders to bring out the best in others by not just embracing differences, but including them in workplace policies, in other words "inclusifying."
5. **"Subtle Acts of Exclusion" by Tiffany Jana and Michael Baran**
 - a. Sometimes bias comes out in the form of microaggressions, or indirect, often unintentional expressions of racism, sexism, ageism, or ableism. In this useful guide, Tiffany Jana and Michael Baran go through what to avoid saying and how to address microaggressions if you witness or experience them.
6. **Blind Spot: Hidden Biases of Good People by Mahzarin R. Banaji and Anthony G. Greenwald**
 - a. Written in 2016, this book examines the implicit biases that each person has, dubbed by the authors as one’s “blindspot.” The authors discuss the Implicit Association Test, one of the most popular tools to measure one’s

unconscious or implicit bias. Through a scientific and heavily researched lens, Banaji and Greenwald discuss what causes us to have blindspots and how we can overcome our personal biases and adapt our beliefs and behaviors. For anyone hoping to learn more about the underlying causes of our bias as well as some effective strategies to address these biases, this book is a great resource.

7. The Memo by Minda Harts

- a. Published just last week, this book was designed to give more perspective into the experiences of women of color in the workplace. Few career books on women's advancement have examined the specific challenges faced by women of color. This book examines career advancement through a distinct lens, taking a detailed examination of what women of color face, including micro-aggressions and the wage gap. Harts also offers great insight into how these problems can be mitigated, including what specific actions can be taken by allies and organizational leaders to spark change.

8. Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do by Whistling Vivaldi

- a. In his book Whistling Vivaldi, acclaimed social psychologist Claude M. Steele offers a first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. Steele sheds light on social phenomena such as racial and gender gaps in test scores and Americans' belief in the superior athletic prowess of African-American males and offers suggestions for ways to reduce these "stereotype threats."

9. Between the World and Me by Ta-nehisi Coates

- a. This New York Times #1 bestselling book, published in July of 2015, is a thought-provoking and emotional analysis of what it means to a Black person in America. Using history and personal narratives, Coates pulls many emotions out of the reader and paints a poignant picture of how race can permeate so many facets of one's life. For anyone hoping to gain a deeper understanding of the experiences of Black people in America, and particularly the Black man, this is an excellent place to start.

10. "We Can't Talk about That at Work! How to Talk about Race, Religion, Politics, and Other Polarizing Topics" by Mary-Frances Winters

- a. Conversations about taboo topics, such as race, gender, and religion, happen at work every day and if they aren't handled effectively, they can become polarizing and divisive, impacting productivity, engagement, retention, teamwork, and even employees' sense of safety in the workplace. These conversations, when viewed as necessary and manageable rather than avoidable and tense, are also ground zero for impacting lasting change. The bottom line is that we need to talk about this at work in moving toward a world that works for all. So how can we ensure that they are productive rather than divisive?

11. 35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap by Maura Cullen

- a. If you've ever wanted to be more effective in your communication with others, or have been afraid of saying the wrong thing, then this concise guide is essential to becoming more inclusive and diversity-smart. This is a short read,



but contains great nuggets. Cullen breaks down statements such as 'I don't see color, I'm colorblind', explains why they are problematic, and offers suggestions on how to respond.

12. Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do by Jennifer Eberhardt

- a. Whether we realize it or not, racial biases built into political, educational, medical, justice, and financial systems exist and have an effect on our daily lives. Stanford psychology professor and author Jennifer Eberhardt exposes these hidden prejudices in her book *Biased* and uses a scientific, analytical approach to explain how we can dismantle them.

13. Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi

- a. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history. Kendi's book takes a deep dive into our past and examines the history of racism in American society. This National Book Award winner is a dense and detailed read and is a mainstay on Felicia's bedside table.

14. Safe Enough to Soar by Frederick A. Miller and Judith H. Katz

- a. Nurturing a workplace culture that has high levels of interaction safety isn't simply a "soft" promise—it's a business imperative. Some organizations pay a great deal of attention to ensuring the physical safety of their team members, but do the team members feel safe enough to speak up and raise tough concerns? Do they share bold and still-in-formation ideas? In this book, bestselling authors and inclusion experts Frederick A. Miller and Judith H. Katz introduce the concept of "interaction safety" and demonstrate how it can help create a work environment of trust, inclusion, and collaboration in their latest book, *Safe Enough to Soar*.
- b. When interaction safety exists, people know they will not be penalized, ostracized, demoted, made small, discounted, or shunned because of their thoughts, contributions, and conversations. Individuals feel encouraged and empowered and can achieve more together than they would alone. Miller and Katz provide a four-level model for assessing and increasing interaction safety in organizations, illustrated by short scenarios taken from real-life situations. They offer concrete actions that team members, leaders, and organizations can take to build and maintain a productive, collaborative, and innovative environment in which people do their best work individually and collectively.

15. Overcoming Bias

- a. Whether we'd like to admit it or not, everybody's biased. This simple fact can be seen as both good news and bad news: we all harbor unconscious assumptions that can get in the way of our good intentions and keep us from building authentic relationships with people who are different from us. When these biases go unchecked, they can balloon out to the social "isms" that reproduce systems of power and oppression. *Overcoming Bias* tells vivid stories and even provides fun (yes, fun!) exercises and activities to help us reflect on our personal experiences and uncover how our hidden biases are



formed. By becoming more self-aware, we can control knee-jerk reactions, conquer fears of the unknown, and prevail over closed-mindedness.

- b. Building upon the revelatory power of their book, *Overcoming Bias*, which addressed managing individual and interpersonal bias, *Erasing Institutional Bias* scales up the framework to impact systemic change in organizations. Authors Tiffany Jana and Ashley Diaz Mejias confront specific topics, such as racism, sexism, hiring and advancement bias, and retribution bias, which means that organizations develop a culture of aggression, and offer solutions to identify and control them.

16. So You Want to Talk About Race by Ijeoma Oluo

- a. This New York Times bestseller was published in January of 2018 and assesses how different systems within society have contributed to racism and systems of oppression. Oluo tackles difficult topics that often arise when discussing race, including how to discuss white privilege, addressing racist remarks made by people you know, intersectionality and affirmative action. This book offers practical advice for both persons of color and white people when engaging in racial dialogue.

17. Driven by Difference: How Great Companies Fuel Innovation Through Diversity

- a. In his book *Driven by Difference*, author David Livermore identifies the necessary management practices to ensure conflicts are minimized and informational diversity found in varied values and experiences is maximized. Livermore cites diversity success stories from Google, Alibaba, Novartis, and others and teaches managers how to create the optimal environment, consider various audiences when presenting ideas, design and test for different users, merge differing perspectives, align goals and expectations, and much more.

18. The Loudest Duck: Moving Beyond Diversity while Embracing Differences to Achieve Success at Work by Laura A. Liswood

- a. Diversity in the workplace is a wonderful thing—but it also challenges many of today's business leaders. For managers and team-members alike, it can be difficult to navigate in a truly diverse workplace made up of people of different cultures, races, creeds, body types, hobbies, genders, religions, styles, and sexual orientations. But understanding our cultural and social differences is a major key to a high-performing, merit-based work environment. This short and sweet business fable explores workplace diversity and how to think about appreciating our differences.

19. Success Through Diversity: Why the Most Inclusive Companies Will Win

- a. In her book, *Success Through Diversity*, Carol Fulp explores the ways a racially and ethnically diverse workforce creates more dynamic and profitable businesses. Through new hiring methods, aligning managers around diversity, offering different kinds of leadership development, and engaging employees to embrace differences, companies can stay competitive and improve their customer base. Fulp also provides case histories for corporate



cultures like the NFL, Hallmark Health, PepsiCo, and her own workplace experiences to illustrate how a diverse workforce is an essential asset to organizations.

20. Building an Inclusive Organization: Leveraging the Power of a Diverse Workforce by Stephen Frost and Raafi-Karim Alidina

- a. In their book, *Building an Inclusive Organization*, authors Stephen Frost and Raafi-Karim Alidina offer a practical guide for creating a more inclusive work environment, including how to remove unconscious biases from recruitment and selection and embedding inclusion into an organization's culture and business strategy. Using case studies from Uber, Salesforce, Harvard, and more, Frost and Alidina outline the best way to implement diversity processes and policies across all sectors including tech, finance, academia, and foundations.

21. Our Search for Belonging by Howard J. Ross

- a. Howard Ross, bestselling author of *Everyday Bias* and co-founder of Cook Ross Inc, returns with a hard-hitting analysis of the mounting tensions as a result of political tribalism, which drives people apart. *Our Search for Belonging* tracks the rise of tribalism and regurgitates the narratives of life to which we are exposed on a daily basis and which become echo chambers in which we hear our beliefs reinforced and others' beliefs demonized. At the core of tribalism, there exists a paradox: as humans, we are hardwired with the need to belong, which ends up making us deeply connected with some, yet deeply divided from others. When these tribes are formed out of fear of the "other" on topics such as race, immigration status, religion, or partisan politics, we resort to an "us versus them" attitude. Especially in the digital age, when we are all interconnected in one way or another, these tensions seep into our daily lives and we become secluded with our self-identified tribes.
- b. Drawing upon decades of leadership experience, Ross probes the depth of tribalism, examines the role of social media exacerbating it, and offers tactics for how to combat it. Filled with tested practices for opening safe and honest dialogue in the workplace and challenges to confront our own tendencies to bond with those who are like us, *Our Search for Belonging* is a powerful statement of hope in a disquieting time.

22. Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces Karen Catlin

- a. In *Better Allies*, Karen Catlin offers a guide on how to create a more inclusive work culture. She instructs leaders how to hire and retain a diverse workforce, advocate for others, give effective performance feedback, and use more inclusive language.

23. "Why Are All The Black Kids Sitting Together in the Cafeteria?": A Psychologist Explains the Development of Racial Identity by Beverley Daniel Tatum

- a. Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across

racial and ethnic divides. This classic landmark book on the psychology of racism is newly updated and revised. First published in 1997, it is still an essential and relevant read today; we regularly refer to stories from this book.

24. Readings for Diversity and Social Justice by Maurianne Adams (Editor)

- a. With full sections dedicated to racism, religious oppression, classism, ableism, youth and elder oppression, as well as an integrative section dedicated to sexism, heterosexism, and transgender oppression, this bestselling text goes far beyond the range of traditional readers. A definitive anthology of oppression. This book is a hefty resource (pro tip– get the Kindle version if you travel often, or be prepared to bulk up those arm muscles!) that we refer to frequently. This is more of an academic read, but should be a staple in any practitioner’s library.

25. We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation by Matthew Riemer and Leighton Brown

- a. This book, published in May of this year, chronicles the history of the queer liberation movement. Through the usage of several photographs along with detailed narratives, this book shares different accounts of queer activism throughout the decades. From 19th century Europe to the Stonewall Riots and beyond, this book serves as an excellent visual representation of the journey through LGBTQ+ history. A great resource for anyone hoping to learn and understand more about LGBTQ+ history.

26. Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment Dr. David M. Hall

- a. Author Dr. David M. Hall's book *Allies at Work* is a guide for cultivating cultural change in the workplace and creating an inclusive work environment for everyone, regardless of sexual orientation or gender identity/expression. Hall outlines the daily struggles faced by LGBTQ people and encourages people to become allies to promote equality in the workplace.

27. Yellow by Frank H. Wu

- a. In this 2003 book, Frank Wu discusses the unique experiences of Asian-Americans and considers the ever-evolving issues surrounding globalization, immigration and affirmative action. This book examines Asian-American stereotypes and Wu dives into the concept of the model minority, while also analyzing the role that history has played in these stereotypes and perceptions. Using personal narratives and research, Wu shares informative insights into the Asian-American experience; this will be an eye-opening read for many.

28. The Latino Threat by Leo R. Chavez

- a. This 2008 book examines the perceptions of immigrants in the United States, as well as the politics surrounding immigration. Chavez assesses many of the Latino stereotypes focusing particularly on Mexicans and how they are depicted in the media. Through the analysis of history and politics, the author offers an excellent breakdown of how the narratives around this group impact policies and the national conversation. This is an excellent book to help you challenge your beliefs and understanding of American immigration and learn more about the experiences of those directly impacted by these policies.

29. No Pity: People with Disabilities Forging a New Civil Rights Movement by Joseph P. Shapiro

- a. Despite being published over 20 years ago, this 1994 book is a great resource to help readers better understand the experiences of those who are differently-abled. Shapiro draws on history to help the reader better grasp the experiences of those with different disabilities. This book is timeless and relevant, particularly in this day and age when such a huge portion of the working population experiences physical or mental impairments, which can impact the workplace experiences. For anyone hoping to gain more insight into what differently-abled people experience, this book is essential.

30. Unruly Bodies: Life Writing by Women with Disabilities by Susannah B. Mintz

- a. The first critical study of personal narrative by women with disabilities, *Unruly Bodies* examines how contemporary writers use life writing to challenge cultural stereotypes about disability, gender, embodiment, and identity. Disability is oftentimes ignored or overlooked, even when having conversations around diversity, equity and inclusion. Mintz's study brings this highly relevant topic to the forefront.

31. American Islamophobia: Understanding the Roots and Rise of Fear by Khaled A. Beydoun.

- a. In this book, Beydoun examines the impact of recent historical events and how these events have shaped the public's perception about Muslims in America. Some of the topics the author discusses include the "war on terror" and the Islamophobia that is pervasive in America. Readers gain deeper insight into the experiences of Muslims in America and how the media has heavily shaped the narrative about this group. Published in 2018, Beydoun discusses how some policies of the current Presidential administration have impacted Muslims and what effects specific terms and rhetoric have on perceptions. This book makes an excellent gift for anyone striving to better understand the Muslim experience in America.

32. This Chair Rocks: A Manifesto Against Ageism by Ashton Applewhite.

- a. Published earlier this year, Applewhite shares her journey and experiences with ageism and looks at specific stereotypes that American society holds about older individuals. The author examines different aspects of ageism including ageism in the workplace and in relation to our health, while sharing the history of ageism in our society. By the end of the book, readers will have a better understanding of age discrimination and will be able to assess personal beliefs that may have contributed to ageism in and out of the workplace. Using humor, Applewhite is able to craft a compelling case for how we can combat our ageist beliefs.

33. Overcoming Age Discrimination in Employment: An Essential Guide for Workers, Advocates & Employers by Patricia G. Barnes

- a. *Overcoming Age Discrimination in Employment* by Patricia G. Barnes offers a breakdown of age discrimination laws in the US and explains how victims of



ageism could face possible termination, chronic unemployment, prolonged low-wage or temporary work, forced early retirement, etc. In her book, Barnes also answers questions about age-related harassment, protection of the Age Discrimination in Employment Act of 1967, liability issues, employer policies regarding age discrimination, and much more.

34. "Edge" by Laura Huang

- a. Most people think success comes from the absence of obstacles and shortcomings, but Harvard Business School professor Laura Huang has a different theory. In "Edge," Huang argues that success is really about confronting your perceived shortcomings and turning them into assets.

35. "#MeToo in the Corporate World" by Sylvia Ann Hewlett

- a. The #MeToo movement has changed nearly every industry in the US. Now, it's time for the movement to become more inclusive, economist and author Sylvia Ann Hewlett argues in her latest work. The book provides context for corporate leaders, reveals new data on sexual harassment in the workplace, and gives advice on how to make environments safer for marginalized people.

36. What Works: Gender Equality by Design by Iris Bohnet

- a. What Works is built on new insights into the human mind. It draws on data collected by companies, universities, and governments in Australia, India, Norway, the United Kingdom, the United States, Zambia, and other countries, often in randomized controlled trials. It points out dozens of evidence-based interventions that could be adopted right now and demonstrates how research is addressing gender bias, improving lives and performance. An instant classic. Bohnet offers research-grounded solutions to tackling gender bias in organizations. If you are in the Boston area, keep an eye out—Bohnet frequently speaks at various Harvard events.

37. Athena Rising: How and Why Men Should Mentor Women by W. Brad Johnson

- a. In his book Athena Rising, author W. Brad Johnson suggests various ways to mentor women deliberately and effectively. This straightforward manual offers a guide for men of all institutions, organizations, and businesses to become excellent mentors to women.

38. The Future of Tech Is Female: How to Achieve Gender Diversity Douglas M. Branson

- a. In The Future of Tech is Female, author Douglas M. Branson explores why this disparity exists and suggests ways to combat gender inequality, including mandatory quota laws for female employment, pledge programs, and limitations on the H-1B Visa program. With over 15 years of experience in the field, Branson explains why women should be in leadership roles, not just within the tech industry, and suggests a reform in attitudes toward women in the video and computer and gaming field—a gateway to many STEM futures.

39. The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives by Shankar Vedantam

- a. Using a series of narratives, author Shankar Vedantam employs the latest discoveries in neuroscience, psychology, and behavioral science to examine the darkest corner of our minds and how it impacts our choices as individuals and as a society. From who we vote for to who we date to hiring biases, The



Hidden Brain features fascinating characters, dramatic storytelling, and cutting-edge science to explore the secrets our brains keep from us and how they can be uncovered.

- 40. "Bridging Differences for Better Mentoring" by Lisa Z. Fain and Lois J. Zachary**
 - a. As the US workforce becomes more diverse, more mentors and mentees may come from different backgrounds. So how does one bridge the cultural gap? Authors Lisa Fain and Lois Zachary go through examples to illustrate how to become more aware, understanding, and effective in connecting with others.
- 41. "For White Folks Who Teach in the Hood...and the Rest of Y'all Too" by Christopher Emdin**
 - a. Drawing on his own experience of feeling undervalued and invisible in classrooms as a young man of color and merging his experiences with more than a decade of teaching and researching in urban America, award-winning educator Christopher Emdin offers a new lens on an approach to teaching and learning in urban schools. *For White Folks Who Teach in the Hood...and the Rest of Y'all Too* is the much-needed antidote to traditional top-down pedagogy and promises to radically reframe the landscape of urban education for the better.
- 42. "Pushout" by Monique W. Morris**
 - a. Fifteen-year-old Diamond stopped going to school the day she was expelled for lashing out at peers who constantly harassed and teased her for something everyone on the staff had missed: she was being trafficked for sex. After months on the run, she was arrested and sent to a detention center for violating a court order to attend school. In a work that Lisa Delpit calls "imperative reading," Monique W. Morris (*Black Stats, Too Beautiful for Words*) chronicles the experiences of Black girls across the country whose intricate lives are misunderstood, highly judged—by teachers, administrators, and the justice system—and degraded by the very institutions charged with helping them flourish.
- 43. "The New Jim Crow" by Michelle Alexander**
 - a. Michelle Alexander's book *The New Jim Crow* changed the conversation about race, racism, and incarceration in this country. In this activity, students explore Alexander's argument that our criminal justice system has relegated millions of people of color to a permanent second-class status, and examine how people are challenging the policies of mass incarceration and the New Jim Crow.
- 44. "The Culture Map: Breaking Through the Invisible Boundaries of Global Business" by Erin Meyer**
 - a. The Culture Map provides a framework for handling intercultural differences in business and illustrates how different cultures perceive the world. It helps us understand these differences, and in doing so improves our ability to react to certain behaviors that might have once seemed strange. With this knowledge, we can avoid misunderstandings and maintain conflict-free communication, regardless of where we are in the world.
- 45. "Tribal Leadership: Leveraging Natural Groups to Build a Thriving Organization" by Dave Logan, John King, Hilee Fischer-Wright**

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- a. Tribal Leadership, Dave Logan, John King, and Hallee Fischer-Wright show corporate leaders how to first assess their company's tribal culture and then raise their companies' tribes to unprecedented heights of success. In a rigorous eight-year study of approximately 24,000 people in over two dozen corporations, Logan, King, and Fischer-Wright discovered a common theme: the success of a company depends on its tribes, the strength of its tribes is determined by the tribal culture, and a thriving corporate culture can be established by an effective tribal leader.