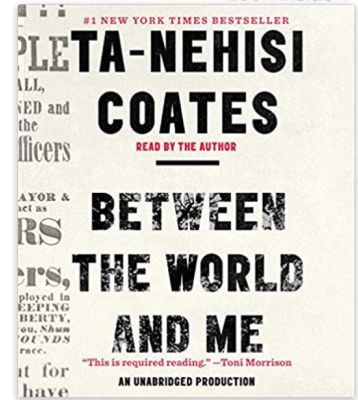


Books:

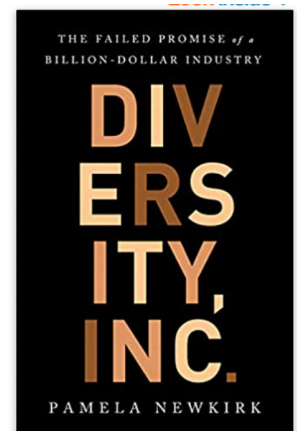
****Between the World and Me* by Ta-nehisi Coates (2015, Audiobook) — This New York Times #1 bestselling book is a thought-provoking and emotional analysis of what it means to a Black person in America. Using history and personal narratives, Coates pulls many emotions out of the reader and paints a poignant 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.



Blindspot: Hidden Biases of Good People by Mahzarin R. Banaji (2016) — If you think you're free of biases, you're probably wrong. The fact is, you can be a good, moral human being and still have underlying and subconscious bias. From the moment you enter into the world, you're exposed to endless cultural and societal attitudes, which results in hidden biases (or blind spots). These biases affect how we interact with others, including how we lead. Banaji will help you identify your own biases and how to overcome them.

Diversity in the Workplace: Eye-Opening Interviews to Jumpstart Conversations about Identity, Privilege, and Bias by Bärí A. Williams (2020) — Unfortunately, workplace discrimination is still fairly rampant. In her book, Williams shares 25 eye-opening interviews with people who have experienced and fought against inequality; diving into race, gender, sexuality, age, ability, religion, culture, and more. As a leader, these personal accounts are important for you to read, as they will help you better understand the challenges that some of your team members face on a regular basis.

Diversity, Inc.: The Failed Promise of a Billion-Dollar Business by Pamela Newkirk (2020) — Just because an organization invests money or creates a department dedicated to it doesn't mean there are tangible outcomes. Award-winning journalist Newkirk explores the efficacy of multiple diversity and inclusion initiatives. Turns out, the majority of results aren't so hot. However, she does include some success stories that leaders can learn from in an effort to back up those big words and fancy titles with meaningful actions and positive change.



Books continued:

Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion by Ashley Diaz Mejias and Tiffany Jana (2018) — Change may be tough for individuals, but overhauling an entire institution? Well, that might seem impossible. But it's not, and the hard work must be done. Jana and Mejias provide actionable ways you can challenge the systemic issues in your organization and how to overcome workplace bias. These skills are absolutely essential if you want to be a successful advocate for your team.

*****Four Hundred Souls*** by Ibram X Kendi and Keisha N Blain (2021) — *Four Hundred Souls* is a unique one-volume “community” history of African Americans. While themes of resistance and struggle, of hope and reinvention, course through the book, this collection of diverse pieces from ninety different minds, reflecting ninety different perspectives, fundamentally deconstructs the idea that Africans in America are a monolith—instead it unlocks the startling range of experiences and ideas that have always existed within the community of Blackness.

How To Be An Antiracist by Ibram Kendi (2019) — It's not enough to say you aren't racist. It's not even enough to not be racist. If we sit back, convinced that being an unbiased individual (or so we think) is “doing our part,” change won't come. But it must! People of color deserve so much better, and if white people don't put substantial effort into making this happen, the cycle will continue as it has for the past 450 years. Kendi provides a comprehensive history of ethics, science, law, and history as well as tangible steps you can take to contribute to a just and equitable society (and workplace).

How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive by Jennifer Brown (2021) — Talent pool diversity is increasing across many fields. And as recruiting and hiring practices slowly but surely start to keep up, leadership must do the same. Individuals in roles of authority must understand how to make everyone feel like they belong. Brown introduces the audience to the Inclusive Leader Continuum, which consists of four stages: unaware, aware, active, and advocate. Find out where you fall on the continuum and how you can keep progressing forward.

Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams by Stefanie K. Johnson (2020) — According to Johnson, all humans have two basic wants: A sense of belonging, and the ability to be our unique selves at the same time. In other words, we want to be able to express the qualities and quirks that make us who we are, and we want those around us to embrace them for it. This type of culture is a must if you want your team to be effective, happy, and high-performing. With Johnson's handbook, you'll learn how to achieve and maintain that state.

Books continued:

**Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong* by James W. Loewen (1995) — Loewen critically examines twelve popular American high school history textbooks and concludes that the textbook authors propagate false, Eurocentric and mythologized views of American history.

The Memo: What Women of Color Need to Know to Secure a Seat at the Table by Minda Harts (2020) — This book was designed to give more perspective into the experiences of women of color in the workplace. 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.

****My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem (2017) — In this groundbreaking book, therapist Resmaa Menakem examines the damage caused by racism in America from the perspective of trauma and body-centered psychology. Menakem argues this destruction will continue until Americans learn to heal the generational anguish of white supremacy, which is deeply embedded in all our bodies. *My Grandmother's Hands* is a call to action for all of us to recognize that racism is not only about the head, but about the body, and introduces an alternative view of what we can do to grow beyond our entrenched racialized divide.

***Nice Racism* by Robin DiAngelo (2021) — In *White Fragility*, Robin DiAngelo explained how racism is a system into which all white people are socialized and challenged the belief that racism is a simple matter of good people versus bad. DiAngelo also made a provocative claim: white progressives cause the most daily harm to people of color. In *Nice Racism*, her follow-up work, she explains how they do so. Writing directly to white people as a white person, DiAngelo identifies many common white racial patterns and breaks down how well-intentioned white people unknowingly perpetuate racial harm.

No Pity: People with Disabilities Forging a New Civil Rights Movement by Joseph P. Shapiro (1994) — 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. 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-able people experience, this book is essential.

Books continued:

**So You Want to Talk About Race* by Ijeoma Oluo (2018) — 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.

***Stamped from the Beginning* by Ibram X Kendi (2017) — Some Americans insist that we're living in a post-racial society. But racist thought is not just alive and well in America--it is more sophisticated and more insidious than ever. And as award-winning historian Ibram X. Kendi argues, racist ideas have a long and lingering history, one in which nearly every great American thinker is complicit. 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.

Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions by Tiffany Jana and Michael Baran (2020)— While some acts of discrimination are more overt, others are disguised. This doesn't make them any better, though. These smaller, less noticeable actions known as "microaggressions" can be just as harmful to the individuals they target, if not more. In this book, Jana and Baran equip you with the tools you'll need to identify these microaggressions, which they refer to as subtle acts of exclusion (SAEs), and how to confront them in an open-mind and constructive manner.

This Chair Rocks: A Manifesto Against Ageism by Ashton Applewhite (2020) — 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. Using humor, Applewhite is able to craft a compelling case for how we can combat our ageist beliefs.

We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation by Matthew Riemer and Leighton Brown (2019) — 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.

Books continued:

We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics by Mary-Frances Winters (2017)— Bringing up taboo topics in the workplace can cause utter discomfort and disarray. But if we don't talk about them, people will continue to feel like they can't be their true selves. Just think about the unacceptable discomfort some of your staff may experience each day, as they try to navigate organizational injustice and microaggressions from their colleagues. Yet, as much as these conversations should occur, they need to be done the right way. In her book, Winters helps explain how to structure the conversations, communicate effectively, and navigate damaging conflict.

*****What If*** by Steve Robbins, PhD (2018) — From incomparable storyteller and beloved diversity and inclusion expert, Steve L. Robbins, comes *What If?*, used by scores of companies globally for diversity training. Based on his study of the fields of behavioral science and cognitive neuroscience, Robbins explores unconscious bias in many of its forms, including: availability bias, confirmation bias, anchoring bias and others. With his signature humor, these weighty but important topics are addressed with great insight, care and humility. The result is an unpretentious guide for individuals and organizations that will help break down defenses and shine a helpful light on human behavior in a world filled with differences.

****White Fragility: Why It's So Hard for White People to Talk About Racism*** by Robin DiAngelo (2018) — White people have a certain privilege just because we're white. This doesn't mean that we don't struggle in other ways, but it does mean that we benefit from advantages that people of color aren't privy to. Yet, it can be very hard for white people to acknowledge this. It's "more comfortable" to push aside whiteness, to pretend it doesn't play a part. But here's the thing: It does. When white people claim to not be part of the problem, that just further contributes to injustice. An antiracist educator, DiAngelo explores the phenomenon of white fragility and challenges people of my race to finally admit we're part of the problem and figure out how to be a part of the solution, instead.

*****Why are all the Black Kids Sitting Together in the Cafeteria*** by Beverly Daniel Tatum (2017) — 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? How can we get past our reluctance to discuss racial issues? 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 communicating across racial and ethnic divides and pursuing antiracism. This is essential reading for anyone seeking to understand dynamics of race and racial inequality in America.

Watch:

**MTV Decoded* — In this series, the fearless Franchesca Ramsey tackles race, pop culture and other uncomfortable topics through thought-provoking sketch comedy and vlogging

**United Shades of America* — TV documentary series in which W. Kamau Bell (comedian) travels to the far corners of America to explore race-based subcultures

**Parts Unknown* — Bourdain explores the world to, he says, "eat and drink with people without fear and prejudice"

**I Am Jazz* — American reality television series on TLC about a transgender girl named Jazz Jennings

**Latin History for Morons* — Play adapted to film by John Leguizamo (available on Netflix)

**When They See Us* — Mini-series available on Netflix

**The History of American Diversity* — The United States has gotten increasingly diverse over the past 50 years, and by 2055, no single racial or ethnic group will constitute a majority in the United States.

**Every Day Racism* — Racism is a business. Its marketing is so successful that even Akala looks sideways at a young black man holding a lot of cash. These racial assumptions lead to 'everyday' racism - daily encounters and micro-aggressions. It's time to recognize the relationship between top-down propaganda and the bias that we all carry.

**I Am Jazz (Intersectionality)* — Jazz and her friends head out for a night of fun at prom, but it soon turns into a nightmare for one of them.

**Privilege Walk* - "Privilege is complex..."

***Disrupt & Dismantle* (Soledad O'Brien)

***All Hands: Race Toward Inclusion*

***Tulsa Burning: The 1921 Race Massacre*

Movies:

**Crash* (2004)

**Get Out* (2017)

**The Hate U Give* (2018)

**Hidden Figures* (2016)

**Life is Beautiful* (1997)

**Loving* (2016)

**Six Degrees of Separation* (1993)



Articles:

*[*HBR.org – Race, Equity, and Power at Work](#)*

*[***Recognizing and Honoring Indigenous People and Land](#)*

*[*For Our White Friends Desiring to be Allies](#)*

*[*How to Promote a More Equitable, Diverse, and Inclusive Workplace](#)*

[Top 10 Diversity, Equity, and Inclusion Trends and Recommendations: 2020 and Beyond](#)

[Three Steps for Creating a More Equitable Workplace](#)

*[***Awakened Activism](#)*

Resources + Assessments:

[MIT DEI Resources](#)

*[*Harvard Implicit Bias Assessments](#)*

*[*Microsoft's Anti-Racism resource](#)*

*[*Anti-Racism Journey for Educators with Students](#)*

*[*Color of Change](#)*

*[**McKinsey.com](#)*

*[**Smithsonian museums](#)*

Training Resources:

*[***The Peace Center](#)*

Danielle Adams, *[Queen Suite](#)*

Kelly Henriques, *[The Revolutionary Mother](#)*

*[***Beyond Inclusion, Beyond Empowerment](#)*



**Credit: Queen Suite, LLC, CEO, Danielle Adams, Greater Lehigh Valley Chamber, W2W Mentoring Group*

*** Credit: Falesha Grasty, Assistant Vice President & DEI Officer, Penn Community Bank*

****Credit: Kelly Henriques, Founder, [The Revolutionary Mother](#)*