

B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

Building a diverse, inclusive, and equitable workplace takes work and is an ongoing process. Below the authors have curated a range of resources to help individuals and organizations both get started on and progress in their diversity, equity and inclusion (DEI) journey. The resources are organized by category: tools, podcasts, documentaries and videos, and reports, books, and articles to read.

The authors make no warranties, express or implied, regarding the resources listed below, and this is by no means an exhaustive list. There are many valuable resources available and in the public domain. Remember, Google is your friend: there are numerous resources existing and being developed every day that provide valuable insights into DEI in the workplace.

TOOLS

[Harvard Implicit Association Test](#)

The Implicit Association Test measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you didn't know about.

[JBC Inclusive Leader Assessment](#)

Jennifer Brown's Inclusive Leader Self-Assessment is a free online tool created to help individuals at all levels expand their knowledge and awareness and begin to take meaningful steps forward as inclusive leaders.

[How to measure Diversity and Inclusion for a stronger workplace](#)

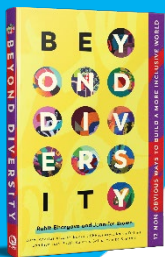
Survey Monkey offers free survey templates to diagnose culture; customizable questions crafted by survey experts, guidance from diversity and inclusion leaders, and tips for developing and optimizing Diversity & Inclusion (D&I) surveys.

[The Inclusion Habit](#)

ProHabits and The Inclusion Habit combine science and inspiration into simple daily actions designed to help people develop more inclusive habits. Each daily commitment is distilled from proven strategies to enhance inclusive behavior and grow empathetic actions.

[Diversity and Inclusion in the Workplace](#)

Free course by Coursera covers general knowledge of how power dynamics come into play in the office, and how you can better support, manage, and be an ally to your employees.



B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

[Diversity and Inclusion Microlearning Library](#)

This free sampling of two- to five-minute micro-courses covers topics like finding your unconscious bias, how to confront discrimination and learning why diversity is an asset.

[Guide to Allyship](#)

This open source starter guide is designed to help anyone considering allyship better understand the pros and cons of what being an ally entails.

[Guide: Understand team effectiveness](#)

Free resource from Google, includes sample scripts and toolkits for building psychological safety on teams.

[What Does It Mean to Identify as Transgender or Gender Non-Conforming \(TGNC\)?](#)

This course examines the nature of gender, the process of gender affirmation and changing social dynamics. Learn about the unique challenges faced by the TGNC population and how to build inclusive spaces for the community.

PODCASTS

[Brené Brown](#)

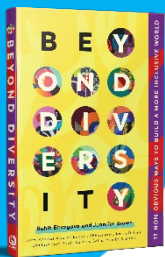
In this podcast series, Brené Brown has conversations with change-catalysts, culture-shifters and more than a few troublemakers who are innovating, creating, and daring to lead.

[CultureFirst: Empathy and Compassion at Work](#)

Explores topics such as how a manager can assess empathy levels, the kind of questions an empathetic leader should ask, what empathetic decision-making looks like, and whether a manager can build a team that fosters empathy when the organization doesn't.

[Code Switch](#)

Hosted by journalists of color, this podcast about race and identity tackles the subject head-on. The hosts explore how it impacts every part of society—from politics and pop culture to history, sports, and everything in between.



B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

Five Podcasts to Encourage Diversity and Inclusivity

Five podcasts on important inclusion and equity topics. Each one offers listeners the opportunity to build their awareness and understanding of the lived experiences of various diverse groups.

The Broad Experience

A podcast dedicated to women in the workplace and their specific challenges, especially in leadership. A key episode we loved was “Communicating while female”.

Will to Change

In this podcast series, Jennifer Brown creates a compelling case for leadership to embrace the opportunity that diversity represents, along with empowering advocates at all levels to find their voice and be a driving force in creating inclusive workplaces of the future.

1619

The 1619 Project is podcast series by writers from the *New York Times*, and the *New York Times Magazine*, which aims to reframe the country's history by placing the consequences of slavery and the contributions of Black Americans at the center.

DOCUMENTARIES/VIDEOS

All That We Share

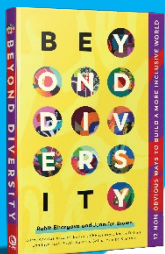
This Danish TV advertisement series is a great conversation starter about inclusion. The takeaway is that among people from all walks of life, genders, sexualities, ethnicities, and religions, they are more similar than they are different.

A Conversation on Race

The *New York Times* has compiled a series of short films about identity featuring personal stories that reflect the breadth of experiences in the United States.

Creating More Welcoming Spaces. Together

By understanding each other, we deepen connections. To encourage more meaningful conversations on this topic, leaders at Starbucks reached out to the experts at Arizona State University to create this free open-source curriculum to increase awareness around bias, empathy, civility, and dialogue.



B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

[How to Get Employees to Buy into Diversity & Inclusion](#)

This video is part of the SHRM Storytellers series. In this segment, Eric Ellis explains how it is important to give people the freedom to resist if you're ever going to give them the opportunity to buy into something. The link also provides access to other SHRM storytellers.

[Inclusion Starts with I](#)

Starring a group of Accenture people, this short but impactful video demonstrates that bias can appear in both expected and unexpected ways—and that each of us has the power to make a difference.

[Meet Purl](#)

Pixar's new short film examines workplace diversity with humor, insight, and Purl, a lively ball of yarn. The film centers on the question of what Purl gives up to fit in.

[Race Matters](#)

Korn Ferry has made available a series of impactful videos that provide different points of views to enable employees to build empathy and understanding around the experience of diverse colleagues.

[The Danger of a Single Story](#)

In this TED Talk, Chimamanda Adichie discusses the consequences of believing and promoting one narrative or a single story often created by and composed of people with dominant identities.

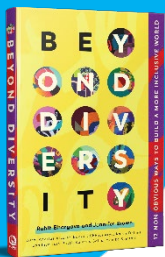
[Why Share Your Pronouns](#)

The book, *The Savvy Ally: A Guide for Becoming a Skilled LGBTQ+ Advocate*, the Savvy Ally workshops, and the Savvy Ally videos were all created to develop more confident, active allies who are effective advocates for change.

RESOURCES TO READ

[American Islamophobia: Understanding the Roots and Rise of Fear](#)

In this book, author Khaled Beydoun examines the impact of recent historical events and how these events have shaped the public's perception about Muslims in America.



B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

Anti-Racism Daily

Anti-Racism Daily is a media platform dedicated to amplifying causes and issues that matter most through conversations, events, and action.

Explaining White Privilege To A Broke White Person

An article written by a cis-gendered straight white woman. Author breaks down how she grew up in poverty and didn't understand the concept of "white privilege" until much later in life. Provides examples of privilege and how it's shaped her entire opinion on the controversial term.

How to be an Inclusive Leader

We know why diversity is important, but how do we drive real change at work? Diversity and inclusion expert Jennifer Brown provides a step-by-step guide for the personal and emotional journey we must undertake to create an inclusive workplace where everyone can thrive.

How to Identify, Understand and Stop Microaggressions

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.

From bystander to upstander

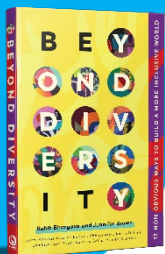
This white paper by Chief Learning Officer provides strategies and tips for anti-harassment training and helping employees step up when they witness discrimination and/or harassment in the workplace.

In order to understand the brutality of capitalism, you have to start on the plantation

This article discusses how modern-day management practices in organizations are a direct product of slavery and colonialism. The over emphasis on productivity, establishment of a complex hierarchy of roles, and practice of middle management in organizations can be clearly traced back to slavery.

So You Want to Talk About Race

This book by author Ijeoma Oluo assesses how different systems within society have contributed to racism and systems of oppression.



B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | WORKPLACE ASSESSMENT & LEARNING TOOLS

RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN THE WORKPLACE

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

The Bias of 'Professionalism' Standards

Professionalism has become coded language for white favoritism in workplace practices that more often than not privilege the values of white and Western employees and leave behind people of color.

The Memo

This book by Minda Harts examines career advancement through a distinct lens, taking a detailed examination of what women of color face, including microaggressions 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.

This Chair Rocks: A Manifesto Against Ageism

Author Ashton Applewhite shares her journey and experiences with ageism and looks at specific stereotypes that American society holds about older individuals.

TIME'S UP Guide to Equity and Inclusion

This in-depth report gives leaders practical advice to navigate with compassion and resolve, root out inequities that exist within their organizations, define inclusive values, and set up antiracist practices

Why So Many Organizations Stay White

This article by HBR discusses how and why many organizations continue to stay White despite their DEI efforts. The article questions the elusive organizational notions of “fit” in relation to hiring, employment, and retention and suggests that organizations often leverage historical inequities and maintain power dynamics.

Women at Work

While there are many articles for women on how to be empowered in the workplace, this article focuses on empowering men and “demystifying women.” It calls out specific comments women often hear in the workplace that qualify as “benevolent sexism” and are likely to drive the women you work with batty.