***Diversity and Inclusion Resource Guide***

**Ted Talks**

* [Janet Stovall: How to get serious about diversity and Inclusion in the workplace](https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace?language=en)
	+ 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. How do we get there? In this candid talk, inclusion advocate Janet Stovall shares a three-part action plan for creating workplaces where people feel safe and expected to be their unassimilated, authentic selves.
* [Melinda Epler: 3 Ways to be a better ally in the workplace](https://www.ted.com/talks/melinda_epler_3_ways_to_advocate_for_a_more_inclusive_workplace?language=en)
	+ 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 the many factors that affect our chances, says writer and advocate Melinda Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, Epler shares three ways to support people who are underrepresented in the workplace. "There's no magic wand for correcting diversity and inclusion," she says. "Change happens one person at a time, one act at a time, one word at a time."
* [Mellody Hobson: Color blind or color brave?](https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave/transcript?language=en)
	+ The subject of race can be very touchy. As finance executive Mellody Hobson says, it's a "conversational third rail." But, she says, that's exactly why we need to start talking about it. In this engaging, persuasive talk, Hobson makes the case that speaking openly about race — and particularly about diversity in hiring -- makes for better businesses and a better society.
* [Michael Rain: What it’s like to be the child of immigrants](https://www.ted.com/talks/michael_rain_what_it_s_like_to_be_the_child_of_immigrants?language=en)
	+ Michael Rain is on a mission to tell the stories of first-generation immigrants, who have strong ties both to the countries they grew up in and their countries of origin. In a personal talk, he breaks down the mischaracterizations and limited narratives of immigrants and shares the stories of the worlds they belong to. "We're walking melting pots of culture," Rain says. "If something in that pot smells new or different to you, don't turn up your nose. Ask us to share."
* [Morgana Bailey: The danger of hiding who you are](https://www.ted.com/talks/morgana_bailey_the_danger_of_hiding_who_you_are?language=en)
	+ Morgana Bailey has been hiding her true self for 16 years. In a brave talk, she utters four words that might not seem like a big deal to some, but to her have been paralyzing. Why speak up? Because she's realized that her silence has personal, professional and societal consequences. In front of an audience of her co-workers, she reflects on what it means to fear the judgment of others, and how it makes us judge ourselves.

**Articles**

* [Spirituality and religiousness among American College Students by Alexander W. Astin](https://journals.sagepub.com/doi/full/10.1002/abc.21222)
* [Philosophical Underpinnings of student affairs work on difference by Kathleen Manning](https://www.researchgate.net/publication/230134737_Philosophical_underpinnings_of_student_affairs_work_on_difference)

**Blogs:** More content on Diversity & Inclusion provided at <https://kgdiversity.com/blog/>.

* [The #MeToo Movement at Work: Moving forward together](https://kgdiversity.com/the-metoo-movement-at-work/)
* [How Diversity and Inclusion Impact the bottom line and key performance metrics](https://kgdiversity.com/how-diversity-and-inclusion-impact-the-bottom-line-and-other-key-performance-metrics/)
* [Understanding privilege: The Next D&I Challenge](https://kgdiversity.com/understanding-privilege-the-next-di-challenge/)

**Podcasts**

* [Women at Work](https://hbr.org/2018/01/podcast-women-at-work)
	+ It’s no surprise that women have to deal with a whole set of issues and double standards when it comes to the workplace. Launched in January 2018, this podcast tackles some of the thorniest issues around being a woman at work. Hosted by Amy Bernstein, Sarah Green Carmichael, and Nicole Torres from Harvard Business Review, this podcast hits upon all the topics impacting women at work today. The hosts bring in some of the leading experts on women’s workplace issues to share their experiences and advice.
* [The Will to Change: Uncovering true stories of Diversity and Inclusion](https://jenniferbrownspeaks.com/category/podcast/)
	+ Jennifer Brown is a well-known entrepreneur, speaker, author, and D&I expert. In her podcast series, The Will to Change, she offers up weekly inspiration through interviews with people from all walks of life. She talks with CEOs, authors, entrepreneurs, and other D&I practitioners for one-on-one sit-downs covering topics including engaging men as diversity champions, the business case for diversity and inclusion, employee networks or resource groups, and more.​
* [Code Switch](https://www.npr.org/sections/codeswitch/)
	+ Intersectionality refers to the complex ways that class, race, gender, ethnicity, and other aspects of identity overlap and affect people as individuals, and it’s becoming increasingly focused on in workplaces. NPR’s Code Switch is hosted by a team of journalists of underrepresented races and ethnicities who cover the topics of race, ethnicity, and culture. It is a poignant, fresh look at how these aspects of our identity play into our daily lives, in big ways and small.

**Books**

* [Privilege, Power & Difference by Allan G. Johnson](https://books.google.com/books?id=aFZmvgAACAAJ&dq=Privilege,+Power+%26+Difference+by+Allan+G.+Johnson&hl=en&newbks=1&newbks_redir=0&sa=X&ved=2ahUKEwjdyL6E87flAhXtTN8KHWoCChkQ6AEwA3oECAEQAg)
* [Driven by Difference: How Great Companies fuel innovation through Diversity by David Livermore](https://books.google.com/books/about/Driven_by_Difference.html?id=O7xRCwAAQBAJ&source=kp_book_description)
* [The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off by Mark Kaplan & Mason Donovan](https://books.google.com/books/about/Inclusion_Dividend.html?id=JRJODQAAQBAJ&source=kp_book_description)
* [Inclusion: Diversity, The New Workplace & the Will to change by Jennifer Brown](https://books.google.com/books/about/Inclusion.html?id=S0yqDwAAQBAJ&source=kp_book_description)
* [Why are all the black Kids sitting together in the cafeteria? By Beverly Daniel Tatum](https://books.google.com/books/about/Why_Are_All_the_Black_Kids_Sitting_Toget.html?id=3UI4DgAAQBAJ&source=kp_book_description)
* [The Diversity and Inclusion Handbook by Sondra B. Thiederman](https://books.google.com/books/about/The_Diversity_and_Inclusion_Handbook.html?id=A3KnkZgSsxUC&source=kp_book_description)
* [Demystifying Diversity: A Handbook to Navigate Equality, Diversity and Inclusion by G. Yafai and Jiten Patel](https://books.google.com/books/about/Demystifying_Diversity.html?id=eauGswEACAAJ&source=kp_book_description)
* [What if? Short Stories to Spark Diversity Dialogue. By Steve Robbins](https://www.google.com/books/edition/What_If/LV9c9hYv_dQC?hl=en&gbpv=1&printsec=frontcover)