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Resource Guide:

What Can I Learn Next about Inclusive Leadership and DEI?

Rethinking Diversity, Equity & Inclusion (DEI)

- The failure of the DEI industrial complex (article): link
- Rethinking diversity, equity, and inclusion training (podcast): link
- Why diversity programs fail: brief article online link; extended research article link
- Diversity training doesn't work, this might (article): link
- Don't label me: How to do diversity without inflaming the culture wars (podcast): link
- Can Chloé Valdary sell skeptics on DEI? (article): link
- To overcome resistance to DEI, understand what's driving It (article): link

Inclusive Leadership

- Why inclusive leaders are good for organizations (article): link
- Diversity at work: The practice of inclusion (book) Ferdman & Deane (Editors) (2014)
    - See especially chapter 6: The work of inclusive leadership: Fostering authentic relationships, modeling courage and humility
- The science of inclusion (video): link

Cultural Intelligence (CQ) and Identities

- Racial wealth gap (video): Within Netflix, search: "Explained," and "Racial Wealth Gap" episode (Season 1, last episode)
- U.S. Latinos feel they can't be themselves at work (article): link
- Asians as model minority myth (article): link
- Socioeconomic status/class: Dream Hoarders (video): link
- Disability: Changing the way we talk about disability (TedTalk video): link
- Sexual orientation: The cost of the closet and the rewards of inclusion (article): link
- Gender, women: The case for change: Achieving gender equity (article): link
- Gender, men: Gender norms and mental health of boys and young men (article): link
- Extraversion/introversion (TED Talk, Susan Cain): link

More →

Core Concepts and Ideas
- Not using the word "diverse" to describe people (article): <u>link</u>
- High performing teams need psychological safety (article): <u>link</u>
- Being a "good-ish" person (TED Talk video): <u>link</u>

Communication and Connection
- Leadership is about asking good questions (article): <u>link</u>
- Why talking about hard things makes 'whole dimensions open up' (podcast): <u>link</u>
- 36 questions for increasing closeness (activity and article): <u>link</u>

Decision Making
- Bias and decision making (video): <u>link</u>
- Sleep and decision making (podcast): <u>link</u>
- Power and decision making (article): <u>link</u>

Inclusive Meetings
- To build an inclusive culture, start with inclusive meetings (article): <u>link</u>

Inclusive Hiring and Interviewing
- How to take the bias out of interviews (article): <u>link</u>
- The inclusive manger's hiring checklist (article): <u>link</u>

Inclusive Performance Reviews
- 3 biases that hijack performance reviews (article): <u>link</u>