

## **What are diversity books?**

Diversity books cover gender identification, class, race, age, physical ability, cognitive ability, religion, and sexual orientation. These books shed light on the experiences of underrepresented groups in the workforce. The goal of these books is to educate leaders and coworkers to be better allies and colleagues. Similarly, inclusion books aim to build professional environments in which everyone feels safe and can thrive.

## **Why should you read books on diversity, equity and inclusion?**

Reading books on diversity, equity and inclusion expands your worldview and can help you understand different perspectives. While conversations about diversity often lead to emotional responses, books give you time to process and re-read before responding, offering a lower-stakes starting point. Reading books on diversity, equity, and inclusion for the workplace can make you a better coworker, collaborator, advocate, and ally for underrepresented colleagues.

### **1. The Loudest Duck: Moving Beyond Diversity while Embracing Differences to Achieve Success at Work**

*by Laura A. Liswood*

Notable Quote: "Companies are ultimately looking for increased creativity, better ideas, and multiple perspectives, so they will in fact benefit from diversity. However, we will see that achieving this takes much more effort than merely assembling a workplace that looks like Noah's ark."

### **2. How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive**

*by Jennifer Brown*

Notable Quote: "Inclusive leaders at the Advocate level consider diversity at all levels, in every gathering or format, and are especially aware of the sometimes-outsized impact of a single action, delivered in their particular voice."

### **3. Blindspot: Hidden Biases of Good People**

*by Mahzarin R. Banaji and Anthony G. Greenwald*

Notable Quote: "Blindspots hide both discriminations and privileges, so neither the discriminators nor the targets of discrimination, neither those who do the privileging nor the privileged, are aware. No small wonder that any attempt to consciously level the playing field meets with such resistance."

### **4. Diversity in the Workplace: Eye-Opening Interviews to Jumpstart Conversations about Identity, Privilege, and Bias**

*by Bari A. Williams*

Notable Quote: "Be cognizant that not everyone has the appropriate language to describe what they are feeling or observing. Creating a space for these conversations also means realizing that some colleagues may not have the right vernacular but are willing to learn."

### **5. The Remix: How to Lead and Succeed in the Multigenerational Workplace**

*by Lindsey Pollak*

Notable Quote: “My approach to organizational change is to embrace the fundamental fact that none of us, of any generation, will survive if we remain static and rigid.”

### **6. Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams**

*by Stefanie K. Johnson*

Notable Quote: “These types of interactions are often meaningless to the person doing the excluding, but across research studies, subtle and often unintentional jabs like mistaking someone as being in a lower status position or calling them by another person of colour’s name (often called micro-aggressions) have the same effects as, if not worse effects than, blatant discrimination on outcomes such as job performance, turnover, and mental health.”

### **7. So You Want to Talk About Race**

*by Ijeoma Oluo*

Notable Quote: “You have to get over the fear of facing the worst in yourself. You should instead fear unexamined racism. Fear the thought that right now, you could be contributing to the oppression of others and you don’t know it. But do not fear those who bring that oppression to light. Do not fear the opportunity to do better.”