



DEI Resource Page

[GQR State of Diversity & Inclusion Report](#)

Stereotypes & Biases in the Workplace.

<https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>

Books to read:

Kendi, Ibram X. 2019. *How to Be an Antiracist*. One World.

Herek, Gregory M. 1998. *Stigma and Sexual Orientation: Understanding Prejudice against Lesbians, Gay Men, and Bisexuals*. Psychological Perspectives on Lesbian and Gay Issues: V. 4. Sage Publications.

Stone, Dianna, Donna Blancero, and Lois Tetrick. 2014. *Hispanic and Latin Americans in the Workplace*. Journal of Managerial Psychology: Volume 29, Issue 6: V.29.6. Emerald Group Publishing Limited.

Ismail, Suzy. 2011. *Nine to Five: Muslims in the Western Workplace*. Beltsville, Md.: Amana Publications.

Kermode, Jennie, and Jane Fae. 2017. *Transgender Employees in the Workplace: A Guide for Employers*. Jessica Kingsley Publishers.

Gregory, Raymond F. 2001. *Age Discrimination in the American Workplace: Old at a Young Age*. Rutgers University Press.

Susser, Peter. 2005. *Disability Discrimination and the Workplace*. Bureau of National Affairs.

Hartlep, Nicholas Daniel, Yoon K. Pak, and Robert T. Teranishi. 2013. *The Model Minority Stereotype: Demystifying Asian American Success*. Information Age Pub., Inc.

Tulshyan, Ruchika. 2016. *The Diversity Advantage: Fixing Gender Inequality In The Workplace*. CreateSpace Independent Publishing Platform.

Academic articles to read:

Bottom, William P., and Dejun Tony Kong. 2012. "The casual cruelty of our prejudices": On Walter Lippmann's theory of stereotype and its "obliteration" in psychology and social science. *Journal of the History of the Behavioral Sciences*, 48, 363-394.

Devine, Patricia, Patrick S. Forscher, Anthony J. Austin, and William T. L. Cox. 2012. Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. *Journal of Experimental Social Psychology*, 48, 1267-1278.

Ely, Robin, and Thomas, David. 2020. Getting serious about diversity: Enough already with the business case. *Harvard Business Review*, November-December, 115-122

Kong, Dejun Tony, and Phillip M. Jolly. 2019. A stress model of psychological contract violation among ethnic minority employees. *Cultural Diversity and Ethnic Minority Psychology*, 25, 424-438.

Livingston, Robert W. 2020 (September). How to promote racial equity in the workplace. *Harvard Business Review*. <https://hbr.org/2020/09/how-to-promote-racial-equity-in-the-workplace>.

Ray, Victor. 2019 (November). Why so many organizations stay White. *Harvard Business Review*. <https://hbr.org/2019/11/whyso-many-organizations-stay-white>

Sue, Derald Wing, Sarah Alsaedi, Michael N. Awad, Elizabeth Glaeser, Cassandra Z. Calle, and Narolyn Mendez. 2019. Disarming racial microaggressions: Microintervention strategies for targets, White allies, and bystanders. *American Psychologist*, 74, 128-142.

Thoroughgood, Christian N., Katina B. Sawyer, and Jennica R. Webster. 2020. Because you're worth the risks: Acts of oppositional courage as symbolic messages of relational value to transgender employees. *Journal of Applied Psychology*. Advance online publication.

Webster, Jennica R., Gary A. Adams, Cheryl L. Maranto, Katina Sawyer, and Christian Thoroughgood. 2018. Workplace contextual supports for LGBT employees: A

review, meta-analysis, and agenda for future research. *Human Resource Management*, 57, 193-210.

Williams, Monnica T. 2020. Microaggressions: Clarification, evidence, and impact. *Perspectives on Psychological Science*, 15, 3-26

Emotional Intelligence in the Workplace

5 Ways to Lead with Emotional Intelligence. Author: Caroline Castrillon, Published: January 10, 2021. Retrieved from: <https://www.forbes.com/sites/carolinecastrillon/2021/01/10/5-ways-to-lead-with-emotional-intelligence/?sh=45fce5f7232e>

Concept: This article goes over five concepts that are necessary to employ emotional intelligence at work. Not only does it state ways to employ emotional intelligence and the benefit from doing so, but it also states the consequences of failing to implement achieve each of the five methods.

Emotional Intelligence Can Protect Your Workforce and Grow Your Organization. Author: Bruce Tulgan. Published: January 8, 2021, Retrieved from: <https://www.forbes.com/sites/brucetulgan/2021/01/08/emotional-intelligence-can-protect-your-workforce-and-grow-your-organization/?sh=64a22b2960bb>

Concept: This article explores the idea of employing emotional intelligence at the workplace. Paul Scharfman, President of Specialty Cheese Company, Inc., discusses how emotional intelligence can be used to create a strong work environment.

Using Empathy and Emotional Intelligence to Navigate Workplace Conflict in the Covid-19 Era. Author: Garen Staglin, Published: December 15, 2020, Retrieved from:

<https://www.forbes.com/sites/onemind/2020/12/15/using-empathy-and-emotional-intelligence-to-navigate-workplace-conflict-in-the-covid-19-era/?sh=7247e54e62d5>

Concept: The article states that based on the recent events created by the Covid-19 pandemic, many people find themselves being overly anxious and stressed out which results in them being emotionally unbalanced. This can create a negative work environment. It then states three different ways in which employees can ease this situation.

Want to Build a Superteam? Invest in Emotional Intelligence. Author: Sean Harper. Published: January 15, 2020. Retrieved from: <https://www.forbes.com/sites/theyec/2021/01/15/want-to-build-a-superteam-invest-in-emotional-intelligence/?sh=7537fd775fd3>

Concept: The article emphasizes the important role employees have in the success of a business. Based on this, it states how useful it is for businesses to invest on emotional intelligence. Moreover, it goes over five steps and recommendations to enforce emotional intelligence at the workplace.

Diversity and Inclusion” 8 best practices for changing your culture. Author: Sharon Florentine. Published: February 14th, 2019. Retrieved from: <https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html>

Concept: Provides best practices from industry on how to improve diversity and inclusion in your workplace.

Harvard Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

Finding A Diverse Businesses

DOT EEO - <https://fdotxwp02.dot.state.fl.us/EqualOpportunityOfficeBusinessDirectory/>

Small Business Administration - <https://www.sba.gov/>

Women’s Business Enterprise National Council - <https://www.wbenc.org/>

National Minority Supplier Development Council -<https://nmsdc.org/>

Green America - <https://www.greenamerica.org/gbn/minority-owned-green-businesses>

<https://www.businessinsider.com/heres-why-reverse-racism-doesnt-actually-exist-in-the-us-2016-4>

People Data Analytics

- <https://www.wired.com/story/men-google-paid-less-than-women-not-really/>
- <https://hbr.org/2017/07/to-understand-whether-your-company-is-inclusive-map-how-your-employees-interact>
- <https://www.davidrgreen.com/blog/2018/10/30/data-driven-hr-6-diversity-and-inclusion>
- <https://hbr.org/2019/04/the-mistake-companies-make-when-they-use-data-to-plan-diversity-efforts>

Avoid these 8 common mistakes when creating a D&I policy

<https://www.fastcompany.com/90537483/avoid-these-8-common-mistakes-when-creating-a-di-policy>

Diversity and inclusion: 8 best practices for changing your culture:

<https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html>

Creating a Diversity, Equity, and Inclusion Committee in the Workplace

<https://www.4pointconsulting.com/resources/2020/6/15/creating-a-diversity-equity-and-inclusion-committee-in-the-workplace>

Diversity and Inclusion Initiative: A Step By Step Guide

<https://www.tsne.org/diversity-and-inclusion-initiative-step-step-guide#prepare>

10 Ways To Attract More Diverse Talent

<https://www.forbes.com/sites/forbescoachescouncil/2018/08/24/10-ways-to-attract-more-diverse-talent/?sh=d8203aa4248d>

5 Steps to Kickstart your Startup's DEI Strategy

<https://www.raise.me/blog/team/5-steps-to-kickstart-your-startup-dei-strategy/>

Three Reasons Diversity is Important in Driving Sustainability

<https://sustainablebrands.com/read/press-release/three-reasons-diversity-is-important-in-driving-sustainability-1>

How Equality, Diversity and Inclusion can support sustainable business practices

<https://equalengineers.com/2020/03/04/edi-supports-sustainable-business-practices/>