

Building Inclusive Workplaces Resource List

Articles

The Royal Society - Understanding Unconscious Bias

<https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>

Half of British women and a fifth of men have been sexually harassed at work or a place of study, a BBC survey says.

<http://www.bbc.co.uk/news/uk-41741615>

The Neuroscience of Racial Bias

<https://www.psychologytoday.com/blog/you-illuminated/201208/the-neuroscience-racial-bias>

Women in Business Special Report - Financial Times Sept 2017

<https://www.ft.com/reports/women-in-business>

Sexual Harassment - Law Society Gazette

<https://www.lawgazette.co.uk/features/sexual-harassment-you-too/5063842.article>

Books

The Value of Difference – Binna Kandola

Quiet: The Power of Introverts - Susan Cain

Thinking, Fast and slow - Daniel Kahneman

Blink – the power of thinking without thinking - Malcolm Gladwell

The Culture Code: The Secrets of Highly Successful Groups - Daniel Coyle

So You've Been Publicly Shamed – Jon Ronson

Creating a Speak Up Culture - Institute of Business Ethics

Diversify - June Sarpong

The No-Nonsense guide to Workplace Inclusion – Evelina Silveira & Jill Walters

Inclusive Leadership: The Definitive Guide to Developing and Executing an Impactful Diversity and Inclusion Strategy: - Locally and Globally - Charlotte Sweeney

Succeed as an Inclusive Leader - Thais Compoint

The Chimp Paradox – Prof Steve Peters

Demystifying Diversity : A Handbook to Navigate Equality, Diversity and Inclusion Paperback - Jiten Patel and Gamiel Yafai

Drive – Daniel Pink

YouTube links

TED talk – Helen Turnbull on Inclusion, exclusion, illusion and collusion
<https://www.youtube.com/watch?v=zdV8OpXhl2g> - great talk as it shows impact in work

(You can search TED talks for many more on unconscious bias)

Microaggressions - <https://www.youtube.com/watch?v=hDd3bzA7450>

Top 5 Most damaging micro-behaviours
https://www.youtube.com/watch?v=coWTx2r_sjM

Webinar

We need to talk about behaviour - now!
https://www.institutelm.com/event_listing/We-need-to-talk-about-behaviour--now-.html

Focal Point Training and The Institute of Leadership and Management

Test

Implicit Association Test <https://implicit.harvard.edu/implicit/aboutus.html>

Project Implicit is the product of a team of scientists whose research produced new ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgment, and action.

Project Implicit translates that academic research into practical applications for addressing diversity, improving decision-making, and increasing the likelihood that practices are aligned with personal and organizational values.

The Implicit Association Test (IAT) 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 did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science.