

Inclusive Leadership Resources

Books within the FSL Library:

A Guide to Gender: The Social Justice Advocate's Handbook - Sam Killermann

This book is not overwhelming, it's not overly complicated, and it's not exhausting to read. It is a few hundred pages of gender exploration, social justice how-tos, practical resources, and fun graphics & comics. Sam dissects gender using a comprehensive, non-binary toolkit, with a focus on making this subject accessible and enjoyable. All this to help you understand something that is so commonly misunderstood, but something we all think we get: gender.

BlackBalled: The Black + White Politics of Race on America's Campuses - Lawrence Ross

From Lawrence Ross, author of *The Divine Nine* and the leading expert on sororities and fraternities, *Blackballed* is an explosive and controversial book that rips the veil off America's hidden secret: America's colleges have fostered a racist environment that makes them a hostile space for African American students. *Blackballed* exposes the white fraternity and sorority system, with traditions of racist parties, songs, and assaults on black students; and the universities themselves, who name campus buildings after racist men and women.

Conversations in Black - Ed Gordon, Tracey Leigh, Zeno Robinson, et al.

Hard-hitting, thought-provoking, and inspiring, *Conversations in Black* offers sage wisdom for navigating race in a radically divisive America, and, with help from his mighty team of Black intelligentsia, veteran journalist Ed Gordon creates hope and a timeless new narrative on what the future of Black leadership should look like and how we can get there.

Extraordinary Women in History - Lead Gail

Compiling the incredible real-life stories of 70 remarkable women throughout history, these short stories seek to inspire and empower women of all backgrounds to dream big and break barriers by sharing the amazing achievements of truly unstoppable female heroes. From female daredevils and pioneering innovators to radical reformers, dedicated activists, leaders, wordsmiths, artists, veterans and more, inside you'll discover the lives and legacies of these once-in-a-lifetime trailblazers.

Getting Bi: Voice of Bisexuals Around the World Second Edition - Robyn Ochs and Sarah E. Rowley

This book is a safe haven where bi people are celebrated and understood. Bi+ readers will feel comforted, heartened, nourished, and validated. You will find yourself nodding in agreement as you read. You will laugh at relatable experiences. You will receive validation about lived experiences you thought were unique to you. This book is a lifeline to those struggling. You will feel hope and a sense of relief. You will realize that, no matter how isolated as you are, you are not alone.

Half The Sky: Turning Oppression Into Opportunity For Women Worldwide - Nicholas D. Kristof and Sheryl WuDunn

With Pulitzer Prize winners Nicholas D. Kristof and Sheryl WuDunn as our guides, we undertake an odyssey through Africa and Asia to meet the extraordinary women struggling there, among them a Cambodian teenager sold into sex slavery and an Ethiopian woman who suffered devastating injuries in childbirth. Drawing on the breadth of their combined reporting experience, Kristof and WuDunn depict our world with anger, sadness, clarity, and, ultimately, hope. They show how a little help can transform the lives of women and girls abroad. That Cambodian girl eventually escaped from her brothel and, with assistance from an aid group, built a thriving retail business that supports her family. The Ethiopian woman had her injuries repaired and in time became a surgeon. A Zimbabwean mother of five, counseled to return to school, earned her doctorate and became an expert on AIDS.

Hood Feminism: Notes From The Women That A Movement Forgot - Mikki Kendall

Today's feminist movement has a glaring blind spot, and paradoxically, it is women. Mainstream feminists rarely talk about meeting basic needs as a feminist issue, argues Mikki Kendall, but food insecurity, access to quality education, safe neighborhoods, a living wage, and medical care are all feminist issues. All too often, however, the focus is not on basic survival for the many, but on increasing privilege for the few. That feminists refuse to prioritize these issues has only exacerbated the age-old problem of both internecine discord and women who rebuff at carrying the title. Moreover, prominent White feminists broadly suffer from their own myopia with regard to how things like race, class, sexual orientation, and ability intersect with gender. How can we stand in solidarity as a movement, Kendall asks, when there is the distinct likelihood that some women are oppressing others?

How Black Women Broke Barriers, Won the Vote, and Insisted on Equality for All: Vanguard - Martha S. Jones

In *Vanguard*, acclaimed historian Martha S. Jones offers a new history of African American women's political lives in America. She recounts how they defied both racism and sexism to fight for the ballot, and how they wielded political power to secure the equality and dignity of all persons. From the earliest days of the republic to the passage of the 1965 Voting Rights Act and beyond, Jones excavates the lives and work of black women—Maria Stewart, Frances Ellen Watkins Harper, Fannie Lou Hamer, and more—who were the vanguard of women's rights, calling on America to realize its best ideals.

How To Be An Antiracist - Ibram X. Kendi

Antiracism is a transformative concept that reorients and reenergizes the conversation about racism - and, even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. At its core, racism is a powerful system that creates false hierarchies of human value; its warped logic extends beyond race, from the way we regard people of different ethnicities or skin colors to the way we treat people of different sexes, gender identities, and body types. Racism intersects with class and culture and geography and even changes the way we see and value ourselves. In *How to Be an Antiracist*, Kendi takes listeners through a widening circle of antiracist ideas - from the most basic concepts to visionary possibilities - that will help listeners see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our systems and in ourselves.

Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor - Layla F. Saad

Based on the original workbook, *Me and White Supremacy* teaches listeners how to dismantle the privilege within themselves so that they can stop (often unconsciously) inflicting damage on people of color, and in turn, help other white people do better, too.

Multiculturalism on Campus: Theory, Models, and Practices for Understanding Diversity and Creating Inclusion Second Edition - Michael J. Cuyjet, Chris Linder, Mary F. Howard-Halmilton, and Diane L. Cooper

This book constituted a comprehensive resource for students of higher education, faculty, higher education administrators and student affairs leaders engaging with multiculturalism and diverse populations on college campuses. It was one of the first texts to gather in a single volume the related theories, assessment methods, and environmental and application issues pertinent to the study and practice of multiculturalism, while also offering approaches to enhancing multicultural programming and culturally diverse campus environments.

Queer America: A People GLBT History of The United States - Vicki L. Eaklor

Queer America includes a rich array of visual materials, including sidebars highlighting major debates and vignettes focusing on key individuals. A timeline and further reading sections conclude each chapter; a full bibliography and black-and-white images enhance the text. Queer America is destined to become an indispensable resource for students, teachers, and general readers alike.

Race Talk And The Conspiracy Of Silence: Understanding and Facilitating Difficult Dialogues on Race - Derald Wing Sue

If you believe that talking about race is impolite, or that "colorblindness" is the preferred approach, you must read this book. Race Talk and the Conspiracy of Silence debunks the most pervasive myths using evidence, easy-to-understand examples, and practical tools.

The Divine Nine: The History of African American Fraternities and Sororities - Lawrence C. Ross, JR.

This comprehensive history of African American fraternities and sororities celebrates the spirit of Black Excellence in higher education that has produced American leaders in politics, sports, arts, and culture such as Kamala Harris, Colin Kaepernick, Michael Jordan, Thurgood Marshall, and Toni Morrison, and is sure to be a treasured resource for generations to come.

The Gay and Lesbian Guide to College Life: A comprehensive resources for Lesbian, Gay, Bisexual, Transgender students and their allies - John Baez, Jennifer Howd, Rachel Pepper, and the Staff of the Princeton Review

Get the word on LGBTQ college life straight from the students- featuring advice for parents and allies on supporting LGBTQ students on campus.

The Invisible Orientation: An Introduction to Asexuality - Julie Sondra Decker

Julie Sondra Decker's book functions as a starting point for people interested in asexuality. It covers the basics of what asexuality is and isn't, explores the most common issues asexual people may be dealing with, presents some pointers for newly asexual-identified people and the people who love them, and includes some resources to find out more. It's for the layperson, written in everyday language.

Transgender History: The Roots of Today's Revolution - Susan Stryker

Covering American transgender history from the mid-20th century to today, *Transgender History* takes a chronological approach to the subject of transgender history, with each chapter covering major movements, writings, and events. Chapters cover the transsexual and transvestite communities in the years following World War II; trans radicalism and social change, which spanned from 1966 with the publication of *The Transsexual Phenomenon*, and lasted through the early 1970s; the mid-'70s to 1990 - the era of identity politics and the changes witnessed in trans circles through these years; and the gender issues witnessed through the '90s and '00s.

Uncomfortable Conversations With A Black Man - Emmanuel Acho

In *Uncomfortable Conversations With a Black Man*, Acho takes on all the questions, large and small, insensitive and taboo, many white Americans are afraid to ask—yet which all Americans need the answers to, now more than ever. With the same open-hearted generosity that has made his video series a phenomenon, Acho explains the vital core of such fraught concepts as white privilege, cultural appropriation, and “reverse racism.” In his own words, he provides a space of compassion and understanding in a discussion that can lack both. He asks only for the listener’s curiosity—but along the way, he will galvanize all of us to join the antiracist fight.

We Should All Be Feminists - Chimamanda Ngozi Adichie

In this personal, eloquently-argued essay—adapted from the much-admired TEDx talk of the same name—Chimamanda Ngozi Adichie offers readers a unique definition of feminism for the twenty-first century. Drawing extensively on her own experiences and her deep understanding of the often masked realities of sexual politics, here is one remarkable author’s exploration of what it means to be a woman now—and an of-the-moment rallying cry for why we should all be feminists.

White Awake - Daniel Hill

Daniel Hill will never forget the day he heard these words: "Daniel, you may be white, but don't let that lull you into thinking you have no culture. White culture is very real. In fact, when white culture comes in contact with other cultures, it almost always wins. So it would be a really good idea for you to learn about your culture." Confused and unsettled by this encounter, Hill began a journey of understanding his own white identity. Today he is an active participant in addressing and confronting racial and systemic injustices. And in this compelling and timely book, he shows you the seven stages to expect on your own path to cultural awakening. It's crucial to understand both personal and social realities in the areas of race, culture, and identity. This book will give you a new perspective on being white and also empower you to be an agent of reconciliation in our increasingly diverse and divided world.

White Fragility: Why It's So Hard For White People to Talk About Racism - Robin DiAngelo

In this “vital, necessary, and beautiful book” (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’ (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

Video Resources

3 Ways to be a Better Ally in the Workplace - Melina Briana Epler

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 Briana Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, she 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."

https://www.ted.com/talks/melinda_briana_epler_3_ways_to_be_a_better_ally_in_the_workplace?language=en

6 Essential Lessons for Women Leaders - Julia Gillard and Ngozi Okonjo-Iweala

In a rich conversation full of practical insights, former Prime Minister of Australia Julia Gillard and former Finance Minister of Nigeria Ngozi Okonjo-Iweala reflect on their experiences as women leaders in positions of global power -- and share six standout lessons on what it takes to lead and build solidarity in the face of gender bias and stereotypes.

https://www.ted.com/talks/julia_gillard_and_ngozi_okonjo_iweala_6_essential_lessons_for_women_leaders?language=en

Color Blind or Color Brave? - Mellody Hobson

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.

https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?language=en

How Black Queer Culture Shaped History - Channing Gerard Joseph

Names like Bayard Rustin, Frances Thompson and William Dorsey Swann have been largely erased from US history, but they and other Black queer leaders played central roles in monumental movements like emancipation, civil rights and LGBTQ+ pride, among others. In this tribute to forgotten icons, queer culture historian and TED Fellow Channing Gerard Joseph shares their little-known stories, connecting the origins of drag in the 1880s to the present day and exploring the awesome power to choose how we define ourselves.

https://www.ted.com/talks/channing_gerard_joseph_how_black_queer_culture_shaped_history/comments

How Racial Bias Works - and How to Disrupt it - Jennifer L. Eberhardt

Our brains create categories to make sense of the world, recognize patterns and make quick decisions. But this ability to categorize also exacts a heavy toll in the form of unconscious bias. In this powerful talk, psychologist Jennifer L. Eberhardt explores how our biases unfairly target Black people at all levels of society -- from schools and social media to policing and criminal justice -- and discusses how creating points of friction can help us actively interrupt and address this troubling problem.

https://www.ted.com/talks/jennifer_l_eberhardt_how_racial_bias_works_and_how_to_disrupt_it

How to Foster True Diversity and Inclusion at Work (and in Your Community) - Rosalind G. Brewer

When companies think of diversity and inclusion, they too often focus on meeting metrics instead of building relationships with people of diverse backgrounds, says Starbucks COO Rosalind G. Brewer. In this personable and wide-ranging conversation with TED current affairs curator Whitney Pennington Rodgers, Brewer invites leaders to rethink what it takes to create a truly inclusive workplace -- and lays out how to bring real, grassroots change to boardrooms and communities alike.

https://www.ted.com/talks/rosalind_g_brewer_how_to_foster_true_diversity_and_inclusion_at_work_and_in_your_community?language=en

How to Get Serious About Diversity and Inclusion in the Workplace - Janet Stovall

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.

https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace?referrer=playlist-a_playbook_for_agile_inclusive_leadership&autoplay=true

How to Overcome our Biases? Walk Boldly Toward Them - Vernā Myers

Our biases can be dangerous, even deadly — as we've seen in the cases of Michael Brown in Ferguson, Missouri, and Eric Garner, in Staten Island, New York. Diversity advocate Vernā Myers looks closely at some of the subconscious attitudes we hold toward out-groups. She makes a plea to all people: Acknowledge your biases. Then move toward, not away from, the groups that make you uncomfortable. In a funny, impassioned, important talk, she shows us how.

https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them?language=en

How to Recognize Privilege - and Uplift Those Without It - Mariam Veiszadeh

Depending on your lot in life, you may see the status quo as a result of unearned privilege or a simple reflection of merit. Backed by statistics and personal stories, lawyer Mariam Veiszadeh offers a much-needed perspective check on the quasi-equality touted in business today, calling for real change in workplace diversity and inclusion that routs out biases rather than replicating them.

https://www.ted.com/talks/mariam_veiszadeh_how_to_recognize_privilege_and_uplift_those_without_it/comments

How to Reduce Bias in Your Workplace - Kim Scott and Trier Bryant

We all have bias -- especially the unconscious kind -- and it's preventing us from doing our best work. Gone unchecked, bias can make employees feel resentful, frustrated and silenced, and it can even lead to outright discrimination and harassment. Check out three key ways to reduce bias at work, according to Just Work cofounders Kim Scott and Trier Bryant.

https://www.ted.com/talks/kim_scott_and_trier_bryant_how_to_reduce_bias_in_your_workplace?language=en

How Vulnerability Makes You a Better Leader - Tracy Young

As the founder of a startup, Tracy Young often worried that employees and investors valued male CEOs more -- and that being a woman compromised her position as a leader. In this brave, personal talk, she gives an honest look at the constraints women face when trying to adapt to a male-dominated business culture -- and shares how she developed the courage and vulnerability to lead as her complete, raw self. (This talk contains a graphic story. Discretion is advised.)

https://www.ted.com/talks/tracy_young_how_vulnerability_makes_you_a_better_leader?language=en

My Identity is a Superpower - Not an Obstacle - America Ferrera

Hollywood needs to stop resisting what the world actually looks like, says actor, director and activist America Ferrera. Tracing the contours of her career, she calls for more authentic representation of different cultures in media -- and a shift in how we tell our stories. "Presence creates possibility," she says. "Who we see thriving in the world teaches us how to see ourselves, how to think about our own value, how to dream about our futures."

[https://www.ted.com/talks/america_ferrera_my_identity_is_a_superpower_not_an_obstacle?
language=en](https://www.ted.com/talks/america_ferrera_my_identity_is_a_superpower_not_an_obstacle?language=en)

The Difference Between Being "Not Racist" and Antiracist - Ibram X. Kendi

There is no such thing as being "not racist," says author and historian Ibram X. Kendi. In this vital conversation, he defines the transformative concept of antiracism to help us more clearly recognize, take responsibility for and reject prejudices in our public policies, workplaces and personal beliefs. Learn how you can actively use this awareness to uproot injustice and inequality in the world -- and replace it with love. (This virtual interview, hosted by TED's current affairs curator Whitney Pennington Rodgers and speaker development curator Cloe Shasha, was recorded June 9, 2020.)

https://www.ted.com/talks/ibram_x_kendi_the_difference_between_being_not_racist_and_antiracist

The Likeability Dilemma for Women Leaders - Robin Hauser

When women lead, bias often follows. Documentarian Robin Hauser dives into the dilemma between competence and likability faced by women in leadership roles, detangling the unconscious beliefs and gendered thinking that distort what it means to be a good leader.

[https://www.ted.com/talks/robin_hauser_the_likability_dilemma_for_women_leaders_jan_2022?
language=en](https://www.ted.com/talks/robin_hauser_the_likability_dilemma_for_women_leaders_jan_2022?language=en)

The Myth of Bringing your Full, Authentic Self to Work - Jodi-Ann Burey

Calls for authenticity at work ask for passionate people with diverse, fresh perspectives who challenge old ways of thinking. But too often workplace culture fails to support the authenticity of professionals of color and other underrepresented groups, leading instead to backlash and fewer opportunities. Writer Jodi-Ann Burey outlines steps toward exposing privilege and achieving true equity on the job -- and implores those in leadership positions to accept responsibility for change.

[https://www.ted.com/talks/jodi_ann_burey_the_myth_of_bringing_your_full_authentic_self_to_work
?language=en](https://www.ted.com/talks/jodi_ann_burey_the_myth_of_bringing_your_full_authentic_self_to_work?language=en)

The Power of Diversity Within Yourself - Rebeca Hwang

Rebeca Hwang has spent a lifetime juggling identities -- Korean heritage, Argentinian upbringing, education in the United States -- and for a long time she had difficulty finding a place in the world to call home. Yet along with these challenges came a pivotal realization: that a diverse background is a distinct advantage in today's globalized world. In this personal talk, Hwang reveals the endless benefits of embracing our complex identities -- and shares her hopes for creating a world where identities aren't used to alienate but to bring people together instead.

https://www.ted.com/talks/rebeca_hwang_the_power_of_diversity_within_yourself

The Rigged Test of Leadership - Sophie Williams

The glass cliff: an experience of taking on a leadership role only to find that your chances of success have been limited before you've even begun. Equality activist Sophie Williams explores the research-backed reasons behind this workplace phenomenon and how it overwhelmingly affects underrepresented groups, despite a facade of progress and inclusion. Learn more about the biases and behaviors that set people up for failure -- and what can be done to make the path to success in leadership better for everyone.

https://www.ted.com/talks/sophie_williams_the_rigged_test_of_leadership?language=en

To Future Generations of Women, You are the Roots of Change - Gloria Steinem

Activist and author Gloria Steinem is an icon of the global feminist movement. She's spent her life defying stereotypes, breaking social barriers and fighting for equality. In conversation with TEDWomen curator Pat Mitchell, Steinem reflects on the revolutionary roots of the feminist movement, the fundamental need for intersectionality to combat prejudice, and how she overcame her fears with the support of friends. Now she urges future generations of women to advocate for each other in solidarity -- and discover the freedom found in companionship and community.

https://www.ted.com/talks/gloria_steinem_to_future_generations_of_women_you_are_the_roots_of_change?language=en

Want to Truly Succeed? Lift Others Up While You Climb - Amber Hikes

It's up to all of us to create a more inclusive and diverse workplace. No matter where you are in your career journey, it's essential that you help others grow, even as you are growing yourself, says ACLU Chief Equity Officer Amber Hikes. She lays out three ways we can help each other succeed -- and empower and advance those who historically have been left behind.

https://www.ted.com/talks/amber_hikes_want_to_truly_succeed_lift_others_up_while_you_climb?language=en

We Need Leaders Who Boldly Champion Inclusion - June Sarpong

We know diversity, equity and inclusion (DEI) boosts creativity and profits, but progress has been slow: today, nearly 90 percent of Fortune 500 CEOs are white males. It's time for leaders to become "rock stars" of inclusion -- and that starts with pushing through discomfort to forge new connections, says veteran broadcaster and diversity leader June Sarpong. She presents examples of successful, creative DEI efforts and calls for leaders at the top to make the first move. "When it comes to diversity and inclusion, we need bold disruptors who are uncomfortable with the status quo, even if the status quo benefits them," Sarpong says.

https://www.ted.com/talks/june_sarpong_we_need_leaders_who_boldly_champion_inclusion