



DEI & Racial Equity Resources

Diversity: (speaks to representation). The practice or quality of inviting or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc. This is the first and most basic step.

Inclusion: (speaks to participation) - We seek participation from people of different races, cultures, and identities, not only in number but in terms of value, contribution, and voice. It is a commitment to respecting, representing, and accepting differences.

Belonging: When everyone not only feels as though they can participate but they are a vital part of the process and decision making. They are an essential part of the process and take ownership of their place at the table.

This is the goal of DEI work, to create an environment where all people belong and have access.

Equity: Policies, practices, and procedures that focus on an outcomes-based approach considering strategy and root cause analysis to provide and determine required resources and support.

Recognizing the same access and opportunities for everyone (equality) doesn't truly address needs. Specific solutions and remedies - which may be different for different people - are necessary

Racial Equity: Closing the gaps so race does NOT predict one's success in any area of life while improving outcomes for everyone.

It's moving beyond providing services to focus on changing policies, structures, and institutions.

Resources

Referenced from HBR Article: “How the Best Bosses Interrupt Bias on Their Teams”

- Set up a rotation for office housework, and don't ask for volunteers
- Mindfully design and assign people to high-value projects
- Acknowledge the importance of lower-profile contributions
- Ask people to weigh in
- Schedule meetings inclusively
- Equalize access proactively

Books

Heather McGhee - *The Sum of Us*

Ibram X. Kendi - *How to Be an Antiracist*

Resmaa Menakem - *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies*

Ibram X. Kendi - *Stamped from the Beginning*

Robin DiAngelo - *White Fragility: Why It's So Hard for White People to Talk About Race*

Videos

[Explained: White Privilege, Systemic Racism and Implicit Bias | NBC10 Philadelphia](#)

[James Corden Gets a Lesson on White Privilege](#)

Articles

[The Atlantic - Anti-Racist Reading List](#)

['Checkbox Diversity' Must Be Left Behind for DEI Efforts to Succeed](#)

Podcasts

[You've Made Some DEI Progress. Don't Stop Now](#)

[Ep 156: How Leaders Can Promote Belonging In the Workplace \(with Rhodes Perry\)](#)

[The Sum of Us Podcast](#)