

Discovering Unconscious Bias – Links and Resources

Please note: For some resources, you may need a subscription to view

Topic	Description	Format
BOOKS		
<u>Subtle Acts of Exclusion</u> by Tiffany Jana and Michael Baran	“The first practical handbook that helps individuals and organizations recognize and prevent microaggressions so that all employees can feel a sense of belonging”	Book
<u>Noise</u> by Kahneman, Sibony and Sunstein	A groundbreaking exploration of why people make bad judgments, and how through controlling both noise and cognitive bias, you can make better ones.	Book
<u>Erasing Institutional Bias</u> by Jana and Mejas	This book gives readers practices and activities to create organizational trust to challenge implicit biases. Erasing Institutional Bias will help people recognize that each of us has the power to affect systemic bias. Each of us can evaluate our own current role in perpetuating systemic bias and define our new role in breaking down systemic bias.	Book
<u>The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together</u> by Heather McGhee	“However you currently understand structural racism, America’s fiscal policy making, and the concept of public goods, this book will explode and expand that understanding. McGhee has found the personal stories that illustrate hard data clearly and emotionally. And she shows us, optimistically, how we can all grow richer— we are talking \$\$ as well as spiritual and cultural riches— together.”	Book
<u>Caste: The Origins of Our Discontents</u> by Isabel Wilkerson	This book describes racism in the United States as an aspect of a caste system – a society-wide system of social stratification characterized by notions such as hierarchy, inclusion and exclusion, and purity.	Book
<u>Blindspot</u> by Mahzarin Banaji and Anthony Greenwald	Includes in-depth explanation about how the Implicit Association Test (IAT) came to be, as well as the neurology of blindspots	Book
<u>Biased : Uncovering the hidden prejudice that shapes what we see, think, and do</u> / Jennifer L. Eberhardt, PhD.	NPR interview: <u>MacArthur Genius Recipient Jennifer Eberhardt Discusses Her New Book 'Biased' : NPR</u>	Book and NPR interview with author

<p><u>The Person You Mean to Be</u> by Dolly Chugh</p>	<p>The author reveals the surprising causes of inequality, grounded in the “psychology of good people.” Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don’t look like you, and to avoid being a well-intentioned barrier to equality.</p>	<p>Book</p>
<p><u>Everyday Bias: identifying and navigating unconscious judgements in our daily lives</u> by Howard J. Ross</p>	<p>Ross helps readers understand how unconscious bias impacts our day-to-day lives and, particularly, our daily work lives. And, he answers the question: “Is there anything we can do about it?” by providing examples of behaviors that the reader can engage in to disengage the impact of their own biases.</p>	<p>Book</p>
<p><u>How to be an Inclusive Leader: your role in creating cultures of Belonging where everyone can thrive</u> by Jennifer Brown</p>	<p>The author guides readers through the Inclusive Leader Continuum, a set of four developmental stages: unaware, aware, active, and advocate. She describes the hallmarks of each stage, the behaviors and mind-sets that inform it, and what leaders can do to keep progressing.</p>	<p>Book</p>
<p>ARTICLES AND WHITE PAPERS</p>		
<p><u>You’ve Built a Racially Diverse Team. But Have You Built an Inclusive Culture? (hbr.org)</u></p>	<p>It’s one thing to have a racially diverse team. It’s another to unleash that team’s potential to do great things in your organization. And yet there is very little guidance on how, exactly, to do the latter.</p>	<p>Article</p>
<p><u>What it Means to Become a More Inclusive Leader</u></p>	<p><i>Harvard Business Review</i> (3/19)</p>	<p>Online article</p>
<p><u>Avoiding workplace microaggressions can make remote work more appealing - The Washington Post</u></p>	<p><i>Washington Post</i> article about why people of color, women and people with disabilities experience fewer microaggressions when working remotely</p>	<p>Article</p>
<p><u>To Retain Employees, Focus on Inclusion – Not Just Diversity</u></p>	<p><i>Harvard Business Review</i> (12/18)</p>	<p>Online article</p>
<p><u>How to Respond to Microaggressions</u></p>	<p>In Smarter Living section of <i>New York Times</i> online (3/20)</p>	<p>Article</p>
<p><u>Do Your DE&I Efforts Consider Age, Class, and Lived Experience? (hbr.org)</u></p>	<p><i>Harvard Business Review</i> article encouraging DEI leaders to include age, socioeconomic class and lived experience as part of their work</p>	<p>Article</p>

Confronting Racism at Work: A Reading List (hbr.org)	From HBR – a compilation of articles (6/20)	Multiple articles
Many Black women felt relieved to work from home, free from microaggressions. Now they're told to come back. (msn.com)	<i>Washington Post</i> article about why many Black women dread returning to the office (7/21)	Article
Opinion The majority of Americans lack a college degree. Why do so many employers require one? - The Washington Post	<i>Washington Post</i> opinion piece - Requiring a college degree for certain positions automatically excludes many who may have the skills and experience to do the work, and has an outsized impact on people of color. (7/21)	Article
"Model Minority" Myth	In <i>Teaching Tolerance</i> (online publication)	Magazine article
Why Asian-American Women Aren't Advancing into Senior Leadership Positions	<i>Forbes</i> article - Exploring the intersectionality of women and Asian-Americans, and the limiting assumptions that make it so hard for them to advance to senior leadership positions (1/20)	Online article
How Speech Patterns Lead to Hiring Bias	<i>Harvard Business Review</i> (3/20)	Online article
Women of Color Get Less Support at Work. Here's How Managers Can Change That	<i>Harvard Business Review</i> (3/19)	Online article
Privileged	Article by Utah Jazz player Kyle Korver on the responsibilities white privilege brings and why it's time to actively stand down to racism (4/19)	Appearing in <i>The Player's Tribune</i>
A Field Experiment on Labor Market Discrimination by Bertrand and Maillainathan	A white paper that explores the impact of names associated with resumes in recruiting efforts	White paper
Are Your Work Friendships Only with People Who Look Like You? (hbr.org)	<i>Harvard Business Review</i> (9/19)	Article
Catapult Hiring a Chief Diversity Officer Won't Fix Your Racist	<i>Catapult Magazine</i> (1/20)	Article
Implicit Bias (cornell.edu)	Implicit Bias and the Law	Article
Disability and leadership: Engendering visibility.	Insights Heidrick & Struggles	White paper

acceptance, and support Insights Heidrick & Struggles		
Everyday Bias by Cook Ross	20-page article that shows where unconscious bias manifests in the workplace, with tips to mitigate	Article
Every Single Cognitive Bias in One Infographic (visualcapitalist.com)	188 known cognitive biases in one graphic by Visual Capitalist	Infographic
TESTS AND ACTIVITIES		
Implicit Association Test	Includes a wide variety of tests, including race and gender	Free online test to discover implicit bias in any one of many areas
Implicit bias trainings are used to fight racism, but IAT science is flawed — Quartz (qz.com)	Implicit Association Test – limitations and caveats by <i>Quartz</i> , an online publication	Article
Unconscious Bias Activities Include-Empower.Com (cultureplusconsulting.com)	Unconscious Bias Activities	Article
VIDEOS AND PODCASTS		
A New Way to Combat Bias at Work	A New Way to Combat Bias at Work (hbr.org) 8	Harvard Business Review Ideacast – transcript and audio interview
Everybody’s Got an Attitude, Based on Experience: Implicit Bias, Explicit Bias, and Attitudes	Understanding Explicit Bias and Implicit Bias - Fact / Myth (factmyth.com)	Video
Bias and Perception	Bias And Perception : TED Radio Hour : NPR (2/19)	Ted Talk radio hour – Feb. 2019
Various	In this series on MTV News, Franchesca Ramsey tackles race, pop culture and other uncomfortable topics through thought-provoking sketch comedy and vlogging. If Microaggressions Happened to White People Decoded MTV News - Bing video Why Color Blindness Will NOT End Racism Decoded MTV News - Bing video Why Do You Think Stereotypes Are True? Decoded MTV News - Bing video	Host Franchesca Ramsey



guidedinsights

*breakthrough conversations
for bottom-line results*

	5 Phrases Disabled People Are Tired Of Decoded - Bing video	
“Blue Eyes, Brown Eyes” – seminal 3 rd grade classroom study on the effects of marginalization	https://www.pbs.org/wgbh/frontline/film/class-divided/	Video