



Organizational level: These resources are intended for use at the organizational level.

Equity and Diversity In Non-profits		
<i>Why is Equity, Diversity, and Inclusion important for Non-Profits?</i>		
Resource	Type	Summary
<u>How to Get Serious About Diversity and Inclusion in the Workplace</u> <i>TED</i>	TED Talk	“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.”
<u>How Diversity Makes Teams More Innovative</u> <i>TED</i>	TED Talk	“Are diverse companies really more innovative? Rocío Lorenzo and her team surveyed 171 companies to find out -- and the answer was a clear yes. In a talk that will help you build a better, more robust company, Lorenzo dives into the data and explains how your company can start producing fresher, more creative ideas by treating diversity as a competitive advantage”
<u>The Next Generation</u> <i>The Non-Profit Times</i>	Professional Journal	For-profit companies have focused on diversifying their teams, but their nonprofit counterparts lag behind as being inclusive and equitable.
<u>Diversification of the Fundraising Profession</u> <i>Philanthropy Journal</i>	Professional Journal	Inclusive fundraising strategies and organizational diversity uniquely positions organizations to play a critical role in the diversification of the fundraising profession.
<i>Practical Steps to Implement EDI Initiatives</i>		
<u>Awake to Woke to Work: Building a Race Equity Culture</u> <i>Equity in the Center</i>	Informational and Training Manual	A reference for organizations as they build and expand their capacity to advance race equity.
<u>Practical Ideas for Improving Equity and Inclusion at Non-Profits</u> <i>Stanford Social Innovation Review</i>	Professional Journal	This article makes the following suggestions for implementing EDI initiatives in an organization: <ul style="list-style-type: none"> - Start with systems, not individual responsibility - Understand that not every space is for everyone - Use power and privilege to challenge bias - Re-evaluate words and images - Follow new leaders

<p>Three Ways to Improve Equity and Inclusion in Philanthropy</p> <p><i>Stanford Social Innovation Review</i></p>	<p>Professional Journal</p>	<p>Suggestions for improving EDI in philanthropy:</p> <ul style="list-style-type: none"> - Re-define Risk - Emphasize trust - Reflect the community you serve
<p><i>The Importance of Language and Conversations</i></p>		
<p>The Language of Diversity</p> <p><i>Extension System</i></p>	<p>Article</p>	<ul style="list-style-type: none"> - Language is a means for communication among and between groups - Expresses thoughts and feelings - When discussing language in terms of diversity language and either build or break the bridge - Historically the challenge with language as it relates to diversity is that it has often been used as a tool oppression for the purpose of creating dominance and hierarchies between groups. - The intention of language may not be ill-spirited but when we are not purposeful and conscious of our use the impact can be detrimental. - Being aware of our language is not about being politically correct rather treating others with respect and dignity and increasing awareness.
<p>Social Justice Phrase Guide</p>	<p>Article</p>	<p>Guidelines for Conscientious Communications:</p> <ul style="list-style-type: none"> - Accurately and respectfully talk about people’s identities, situations, and roles in society. - Retire outdated and problematic phrases and metaphors. - Talk about policies and solutions in a realistic and accurate ways. - Lift up unity, participation, and cooperation over division, individualism and competition. - Reinforce prosperity over scarcity
<p>Getting Over Your Fear of Talking About Diversity</p> <p><i>Harvard Business Review</i></p>	<p>Article</p>	<p>This article discusses the critical need for leaders in organizations to engage in difficult conversations about diversity and inclusion.</p>

**Equity, Diversity and Inclusion Resources
Children’s Home & Aid**

Individual level: These resources can be accessed to help expand one’s understanding of equity, diversity and inclusion.

Equity and Diversity In Non-profits		
<i>Deepening Your Understanding of Equity, Diversity, and Inclusion</i>		
Resource	Type	Summary
White Fragility	Book	White Fragility: Why It's So Hard for White People to Talk About Racism, by Robin DiAngelo, PhD
So You Want to Talk About Race	Book	By the complex reality of today's racial landscape--from white privilege and police brutality to systemic discrimination and the Black Lives Matter movement, by Ijeoma Oluo
Just Mercy <i>Bryan Stevenson</i>	Book/Movie	A powerful and true story about the Equal Justice Initiative and the importance of confronting injustices. This book was recently adopted into a feature film.
Bryan Stevenson: We Need to Talk About and Injustice	TED Talk	In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system
Broken Ladder <i>Keith Payne</i>	Book	This book describes how inequality affects the way we think, live and die. It describes how rising inequality, and not just absolute poverty, is undermining our politics, social cohesion, long term prosperity and general well-being.
The Deepest Well <i>Nadine Burke Harris</i>	Book	A timely discussion of disparities in health care and resulting generational trauma.
Mindful Race <i>Ruth Keen</i>	Book	The author uses mindfulness as a tool to examine the complexity of racial identity and dynamics of oppression.
Hillbilly Elgy	Book	A memoir of a family and culture in crisis. By Matthew Desmond
Our Kids: The American Dream in Crisis <i>Robert Putman</i>	Book	A <i>New York Times</i> bestseller and “a passionate, urgent” (<i>The New Yorker</i>) examination of the growing inequality gap from the bestselling author of <i>Bowling Alone: why fewer Americans today have the opportunity for upward mobility.</i>
Kimberle Crenshaw: The Urgency of Intersectionality <i>TED</i>	TED Talk	Kimberlé Crenshaw uses the term "intersectionality" to describe this phenomenon; as she says, if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice.
The Art of Effective Facilitation	Book Excerpt	<i>From Safe Spaces to Brave Spaces: A New Way to Frame Dialogue around Diversity and Social Justice</i> The excerpt discusses how having equity and diversity conversations are not safe and we set ourselves up by trying to make them safe. There is a need to frame it as a brave space and own the difficulties.