

# Managing Bias Webinar Resource List

## ARTICLES

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The list of recent articles below highlight bias, microaggressions, mitigation methods and strategies for creating a more inclusive workplace. Additionally, there are articles highlighting customer experiences.

1. [How Implicit Bias Affects Your Workplace](#)
2. [12 Ways To Overcome Bias And Strengthen Decision-Making Skills](#)
3. [Is Hiring For Culture Fit Perpetuating Bias?](#)
4. [Diversity And Inclusion Remains A Top Challenge Despite Greater Unconscious Bias Awareness](#)
5. [Confronting Your Unconscious Bias: 'Lean Into That Discomfort'](#)
6. [Ways To Overcome Unconscious Bias At Your Workplace](#)
7. [Hiring For The Future: A Playbook For Building A Diverse, Inclusive & Equitable Workforce](#)
8. [Empower The Next Generation To Be More Equitable](#)
9. [Are You Ageist?](#)
10. [How Marketplace Discrimination Affects Black Consumers' Experiences](#)
11. [Tackling Racial Bias In Retail](#)
12. [Half Of Job Adverts Unconsciously Biased Towards Male Applicants](#)
13. [Are Female Professors Held To A Different Standard Than Their Male Counterparts?](#)
14. [How Diversity And Innovation Drive Great Cultures In The Future Of Work](#)
15. [12 Strategies To Build Real Gender Equality Into A Company's DNA](#)
16. [When Executives Misspeak](#)
17. [Mitigating Implicit Bias](#)
18. [For younger job seekers, diversity and inclusion in the workplace aren't a preference. They're a requirement.](#)
19. [Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away](#)
20. [When and How to Respond to Microaggressions](#)

## BOOKS

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These books are available through most major book retail stores and online stores. You may also consider supporting local [minority-owned bookstores like these](#).

1. [Blindspot: Hidden Biases of Good People](#). Feb 12, 2013, by Mahzarin R. Banaji and Anthony G. Greenwald
2. [Counseling the Culturally Diverse: Theory and Practice](#). Dec 14, 2015, by Derald Wing Sue and David Sue
3. [Collaborative Intelligence: Thinking with People Who Think Differently](#). Aug 11, 2015, by Dawna Markova and Angie McArthur
4. [Diversity in Organizations](#). May 17, 2011, by Myrtle P. Bell
5. [Brown Is the New White: How the Demographic Revolution Has Created a New American Majority](#). Feb 2, 2016, by Steve Phillips
6. [What If?: Short Stories to Spark Diversity Dialogue](#). May 8, 2008, by Steve Long-Nguyen Robbins
7. [Diversity at Work: The Practice of Inclusion](#). Nov 18, 2013, by Bernardo M. Ferdman and Barbara R. Deane
8. [Generations at Work: Managing the Clash of Boomers, Gen Xers, and Gen Yers in the Workplace](#). Mar 13, 2013, by Ron Zemke and Claire Raines
9. [The Myth of the Model Minority \(2nd edition\)](#). Chou, Rosalind and Joe Feagin. 2015. Boulder, Co: Paradigm Publishers.
10. [Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment](#). Collins, Patricia Hill. 1990. New York: Routledge.
11. [Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives](#). Ross, Howard 2014. Lanham, Maryland: Rowman & Littlefield.
12. [We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics](#). Mary-Frances Winters. 2017.
13. [Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do](#). Jennifer Eberhardt, 2020.
14. [White Fragility: Why It's So Hard for White People to Talk About Racism](#). Robin DiAngelo, 2018.
15. [The Leader's Guide to Unconscious Bias: How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams](#). Pamela Fuller, 2020.
16. [So You Want to Talk About Race](#). Ijeoma Oluo, 2019.
17. [How to Be an Antiracist](#). Ibram X. Kendi, 2019.
18. [Invisible Women: Data Bias in a World Designed for Men](#). Caroline Perez, 2021.

19. Sway: Unravelling Unconscious Bias. Pragma Agarwal, 2020.
20. Unconscious Bias "Turning Unconscious Bias into Conscious Thought": A Book About People. Phil Claybrooke, 2017.

## WEBSITES

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1. **Project Implicit**  
Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet. You can use the platform to perform various self-assessments.
2. **Catalyst Research Database**  
This database offers report, case studies, self-assessments, and other tools that you may find useful.
3. **Out and Equal**  
Out & Equal is the premier organization working exclusively on LGBTQ workplace equality. Through our worldwide programs, Fortune 500 partnerships and our annual Workplace Summit conference, we help LGBTQ people thrive and support organizations creating a culture of belonging for all.
4. **LinkedIn Learning**  
Reinforce or refresh what you learned in the program through LinkedIn’s Learning platform. Learn about the challenges and opportunities inherent in working in diverse organizations. This transformative learning path reviews current thinking and best practices on essential topics such as bias in all its forms, cultural competence, communication, allyship, and accountability.
5. **Obama Foundation**  
We work to help leaders change their world—and the world needs changing. The killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and the loss of far too many Black lives to list, have left our nation anguished and outraged. While now is a time for grief and anger, it is also a time for resolve. Find resources on the website to learn what you can do to create a more just and equitable world.
6. **AARP – Age Discrimination Resource Hub**  
This website contains a plethora of resources on age discrimination, age bias, how to prevent age discrimination, etc. AARP is dedicated to enhancing the quality of life for all as we age. We lead positive social change and deliver value to members through advocacy, service, and information to make things better for society and play a positive role in communities of all kinds.
7. **Implicit Bias Network**  
One of the country’s leading voices on implicit bias and the phenomenon’s interaction

with structural racism and the resulting inequality in areas such as the legal system, law enforcement, education, employment and housing.

8. National Diversity Council

The NDC is the first non-profit organization to bring together the private, public and non-profit sectors to discuss the many dimensions and benefits of a multicultural environment. The success of the Texas Diversity Council (established in 2004) served as a catalyst for the National Diversity Council, launched in the fall of 2008. The National Diversity Council is a forerunner of community-based, national organizations that champion diversity and inclusion across the country. It is currently made up of state and regional councils, the National Women's Council, the Council for Corporate Responsibility, and the Center for Community Leadership.

9. NAACP

The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights without discrimination based on race.

10. PFLAG

PFLAG is the nation's largest family and ally organization. PFLAG is the first and largest organization for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people, their parents and families, and allies. With over 400 chapters and 200,000 members and supporters crossing multiple generations of families in major urban centers, small cities, and rural areas across America, PFLAG is committed to creating a world where diversity is celebrated and all people are respected, valued, and affirmed.

11. AAPD

The American Association of People with Disabilities is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities.

12. Michigan Diversity Council

The Michigan Diversity Council (MIDC) is committed to fostering a learning environment for organizations to grow and leverage their knowledge of diversity. Through a variety of events and programs, the MIDC serves as the premier resource for diversity best practices and leadership development in the state of Michigan.

13. Michigan Roundtable for Diversity and Inclusion

The Michigan Roundtable for Diversity and Inclusion was originally founded in 1941 to mediate religious differences. Over time the Roundtable evolved to also mediate cultural and racial differences. Before long, the Roundtable became known as a leader in promoting harmony among racial, religious, cultural, and economic groups. Today, the Roundtable serves as a human relations organization whose purpose is to overcome discrimination and racism by crossing generational, geographic, racial, religious, ethnic,

and cultural boundaries. The Roundtable's primary goals are centered on solving two societal issues: 1) systemic disparities related to racial, cultural, and social injustices; and 2) combating institutional and inherent bias. We address these issues by exploring how racism has affected the Metropolitan Detroit area's ability to flourish by focusing on three key programming areas: Community Engagement, Youth Development, and Workplace Diversity, Inclusion and Equity Consulting.

14. [Michigan West Coast Chamber of Commerce – Affinity Group](#)

Joining an Affinity Group allows you the opportunity to network in a smaller group, and gain the ideas, inspiration and support to keep you on top of your business.

15. [Lakeshore Ethnic Diversity Alliance](#)

The Lakeshore Ethnic Diversity Alliance works to dismantle barriers to ensure people of all ethnic backgrounds have equal access and opportunity to participate fully in the life of the community.

16. [Grand Rapids Office of Equity and Engagement](#)

We promote Community, Workforce, and Supplier Diversity for our employees and residents. We make sure the City complies with civil rights laws.

17. [The National Urban League](#)

The National Urban League has 90 affiliates serving 300 communities in 37 states and the District of Columbia, providing direct services that impact and improve the lives of more than two million people nationwide.

18. [League of United Latin American Citizens](#)

The Mission of the League of United Latin American Citizens is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.

19. [National Council of Asian Pacific Americans](#)

The National Council of Asian Pacific Americans (NCAPA), founded in 1996, is a coalition of 37 national Asian Pacific American organizations around the country. Based in Washington D.C., NCAPA serves to represent the interests of the greater Asian American (AA) and Native Hawaiian Pacific Islander (NHPI) communities and to provide a national voice for AA and NHPI issues.

20. [The National Center for Transgender Equality](#)

The National Center for Transgender Equality advocates to change policies and society to increase understanding and acceptance of transgender people. In the nation's capital and throughout the country, NCTE works to replace disrespect, discrimination, and violence with empathy, opportunity, and justice.