

Diversity and Inclusion Blended Learning Course REFERENCES





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Module 1 - Human Diversity

Diversity Charters (European Commission):

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combattingdiscrimination/tackling-discrimination_en

From Diversity to inclusion (Deloitte):

https://www2.deloitte.com/insights/us/en/focus/human-capital-trends/2014/hc-trends-2014-diversity-to-inclusion.html

Delivering through diversity (Mckinsey):

https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity

Crossing Dividends:

https://www.bbc.com/news/uk-47369648

Module 2 – Unconscious Bias

Do not put people in boxes (All That We Share):

https://www.youtube.com/watch?v=zRwt25M5nGw

What is Unconscious Bias? – ENEI Equality and Inclusion

https://www.youtube.com/ watch?v=rbe5D3Yh43o&list=PL76QjYaSEWckbhPvX6y1abRi7IdA7w C0N&index=6

Optical illusions:

https://www.youtube.com/watch?time_continue=50&v=TM0oG2ozUYA

Module 3 – Recognizing And Breaking Our Biases

Unconscious Bias at Work — Making the Unconscious Conscious (Google) https://www.youtube.com/watch?v=NW5s_-NI3JE

Blind spots: Challenge assumptions - PWC https://www.youtube.com/watch?v=BFcjfqmVah8

Breaking Bias Updated: The Seeds Model http://www.scn.ucla.edu/pdf/Lieberman(2015)Neuroleadership.pdf

Can counter-stereotypes boost flexible thinking? https://www.deepdyve.com/lp/sage/can-counter-stereotypes-boost-flexiblethinking3w0nz0bXuA

The neuroscience of breaking bias

https://www.slideshare.net/ndlmacd/decide-the-neuroscience-of-breaking-bias

Breaking Bias

https://business.linkedin.com/talent-solutions/blog/diversity/2017/why-unconscious-biastraining-does-not-work-5-ways-to-actually-make-a-difference

How to empower diverse teams

https://www.cultureamp.com/blog/how-to-empower-diverse-teams-a-guide-fornewmanagers/

The SEEDS Model®

https://neuroleadership.com/portfolio-items/breaking-bias-updated-the-seeds-model-2/

Workforce on Location: A 'Biased' Talk With the NeuroLeadership Institute's Dr. David Rock

https://www.youtube.com/watch?v=5cuD2m49wVM

How to check your unconscious bias - Dr Jennifer Eberhardt Global Goals https://www.youtube.com/watch?v=egw-iheD1Mc

Module 4 – Discrimination Chain

IMPLICIT ASSOCIATION TEST (IAT)

https://implicit.harvard.edu/implicit/selectatest.html

National Down Syndrome Society – 40 Years – No limitations

https://www.youtube.com/watch?time_continue=11&v=NLjjF5PeNOE

McLeod, S. A. (2008). Prejudice and discrimination. Simply psychology https://www.simplypsychology.org/prejudice.html

Differences between Stereotypes, prejudice and discrimination

https://courses.lumenlearning.com/sociology/chapter/stereotypes-prejudice-anddiscrimination/

Prejudice and discrimination

https://www.khanacademy.org/test-prep/mcat/individuals-and-society/socialinteractions/v/prejudice-vs-discrimination

Module 5 – Micro-Messages

Spot the micro-inequities?

https://www.youtube.com/watch?v=cj9sdNXjcW4

Micro-inequity? Small and subtle discrimination that leads to low productivity and high turnover

https://www.linkedin.com/pulse/micro-inequity-small-subtle-discrimination-leads-lowmartinson-ma/

The quiet discrimination of microinequities: A Q&A with Adjunct Professor Mary Rowe

https://mitsloan.mit.edu/ideas-made-to-matter/quiet-discrimination-microinequities-a-qaadjunct-professor-mary-rowe

How to Respond to Microaggressions (The New York Times, 2020) https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-

microaggressions.html

Module 6 – Conclusion

Momondo: The DNA Journey Ancestry

https://www.youtube.com/watch?v=Fw7FhU-G1_Q&list=PL8blMjGjWo5Ly_4UQNHn_ BHIFpGp1Z72c

I am Muslim, but I am not... https://www.youtube.com/watch?v=JMQjyRc7eiY

The Danger of a Single Story – Chimamanda Adichie

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

Google Is Trying to Create a More Diverse Workplace. Here's How

https://www.youtube.com/watch?v=7InEVnJ3o_Q

Robert Crisp:

https://www.theguardian.com/lifeandstyle/2015/nov/01/diversity-good-for-your-brainmind-multicultural

Why Diversity Matters (Mckinsey):

https://www.mckinsey.com/search?q=diversity%20matters#