

# **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#