

## IDE Recommended Resources and Tools---AS A START

*“Change is coming, and it starts with you” –E. Acho.*

Social Attitudes and Featured Task tests before doing any of this work

<https://implicit.harvard.edu/implicit/>

### Book LIST:

"Diverse Teams at Work" by Lee Gardenswartz and Anita Rowe

"The Phoenix Principles" by V. Randolph Brown and Janet Butler Reid, Ph.D.

"What If? - Short Stories to Spark Diversity Dialogue" by Steve L. Robbins

"Blind Spot: Hidden Biases of Good People" by Mahzarin R. Banaji and Anthony G. Greenwald.

"Becoming a Visible Man" by Jamison Green

### Watch Video Series:

Uncomfortable Conversations with a Black Man (Ep. 1-8—the entire series) with Emmanuel Acho

<https://www.youtube.com/watch?v=h8jUA7JBkF4&feature=youtu.be>

Debrief questions after each episode

### **Tactical How's to be a Diversity Champion and Ally**

- Continue uncomfortable conversations with peers/teams and during staff and team meetings on a weekly/monthly basis
- Continue book clubs on racial equity, inclusion and diversity.
- Use videos and or movies for conversations (run it by IDE team)
- Use IDE team for additional support, group facilitating, coaching and additional resources and tools