



# DEI RESOURCES

## FOR FQHC HUMAN RESOURCES DIRECTORS

### Diversity, Equity and Inclusion: How To?

- **5 Steps To Kickstart Your DEI Strategy In 2021**  
<https://ml6.ca/5-steps-to-kickstart-your-dei-strategy-in-2021/>
- **Step by Step - A Guide to Achieving Diversity and Inclusion in the Workplace**  
<https://www.tsne.org/sites/default/files/Achieve-Diversity-StepByStep-Guide.pdf>
- **The Standards for Excellence Institute DEI**  
<https://delawarenonprofit.org/wp-content/uploads/2021/08/11-Diversity-Equity-and-Inclusion-03-13-19.pdf?x26882>

### Diversity, Equity and Inclusion: Human Resources Best Practices

- **DEI HR Practices Checklist – Berkeley University**  
[https://haas.berkeley.edu/wp-content/uploads/EGAL\\_DEIChecklist.pdf](https://haas.berkeley.edu/wp-content/uploads/EGAL_DEIChecklist.pdf)
- **Mobilizing toward health equity: Action steps for health care organizations: Perspectives of health care CEOs and leadership executives Sample DEI Toolkits**  
<https://www2.deloitte.com/xen/en/insights/industry/health-care/health-care-equity-steps.html>
- **Berkley University DEI Toolkit**  
[https://diversity.berkeley.edu/sites/default/files/admin\\_strategic\\_planning\\_toolkit\\_final.pdf](https://diversity.berkeley.edu/sites/default/files/admin_strategic_planning_toolkit_final.pdf)
- **University of Michigan, DEI Strategic Planning Toolkit**  
<https://diversity.umich.edu/strategic-plan/dei-strategic-planning-toolkit/building-high-level-buy-in-and-support/>
- **Diversity, Equity, and Inclusion (DEI) Organizational Assessment Tools: A Resource Guide**  
[https://heller.brandeis.edu/iere/pdfs/dei\\_organizational\\_assessment\\_tools.pdf](https://heller.brandeis.edu/iere/pdfs/dei_organizational_assessment_tools.pdf)
- **American Association of University Women (AAUW) DEI Toolkit**  
<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>
- **Diversity and Inclusion Strategic Planning Toolkit**  
<https://www.aamc.org/services/member-capacity-building/diversity-and-inclusion-strategic-planning-toolkit>
- **Introspection Into Action: Becoming an Ally in a Time of Racial Unrest**  
<https://www.ccl.org/webinars/introspection-into-action-becoming-an-ally-in-a-time-of-racial-unrest/>

### Diversity, Equity and Inclusion Articles

- Deloitte Consulting LLP, [The racial equity imperative: The need for business to take bold action now](#), February 2021.

- Tiffany L. Green, Nao Hagiwara, "[The Problem with Implicit Bias Training](#)," Scientific American, August 28, 2020.
- Frank Dobbin, Alexandra Kalev, "[Why Diversity Programs Fail](#)," Harvard Business Review, July 2016.
- Mary-Frances Winters, "[Equity and Inclusion: The Roots of Organizational Well-Being](#)," Stanford Social Innovation Review, October 14, 2020.
- Juliet Bourke, "[The six signature traits of inclusive leadership: Thriving in a diverse new world](#)," Deloitte Insights, April 14, 2016.
- Jennifer Radin, Steve Hatfield, Jeff Schwartz, Colleen Bordeaux, "[Closing the employability skills gap: The answer is simpler than you may think](#)," January 28, 2020.
- Joelle Emerson, "[Don't Give Up on Unconscious Bias Training – Make It Better](#)," Harvard Business Review, April 28, 2017.

#### Diversity, Equity and Inclusion Books

To create a more diverse and inclusive workplace, it is important that each person listens to and tries to empathize with the experiences of others from different backgrounds. One of the best ways to better understand the experiences of marginalized and underrepresented groups is through storytelling. Stories that include diverse depictions of characters can increase empathy and reduce prejudice towards these groups. Learning about another person's culture can reduce prejudice towards that specific group. One study demonstrated that individuals who read a narrative about an Arab woman were less biased towards Arabs following the reading. Education plays a pivotal role in the pursuit for a more diverse and inclusive workplace, and books can be a very effective and instrumental way to learn more about groups that are seemingly different from your own.

- **The Memo by Minda Harts (2019).** This book was designed to give more perspective into the experiences of women of color in the workplace.  
<https://www.amazon.com/Memo-Women-Color-Secure-Table-ebook/dp/B07L2WRVSW>
- **So You Want to Talk About Race by Ijeoma Oluo.** This New York Times bestseller was published in January of 2018 and assesses how different systems within society have contributed to racism and systems of oppression.  
<https://www.amazon.com/You-Want-Talk-About-Race/dp/1580056776>
- **We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation** by Matthew Riemer and Leighton Brown. This book, published in May of 2019, chronicles the history of the queer liberation movement.  
<https://www.amazon.com/We-Are-Everywhere-Protest-Liberation/dp/0399581812>
- **Yellow** by Frank H. Wu. In this 2003 book, Frank Wu discusses the unique experiences of Asian-Americans and considers the ever-evolving issues surrounding globalization, immigration and affirmative action.

[https://www.amazon.com/Yellow-America-Beyond-Black-White/dp/046500640X/ref=sr\\_1\\_1?keywords=yellow+frank+wu&qid=1566763602&s=gateway&sr=8-1](https://www.amazon.com/Yellow-America-Beyond-Black-White/dp/046500640X/ref=sr_1_1?keywords=yellow+frank+wu&qid=1566763602&s=gateway&sr=8-1)

- **Between the World and Me** by Ta-Nehisi Coates. This New York Times #1 bestselling book, published in July of 2015, is a thought-provoking and emotional analysis of what it means to a Black person in America.  
[https://www.amazon.com/Between-World-Me-Ta-Nehisi-Coates/dp/0812993543/ref=sr\\_1\\_1?crid=2KXCI9MA6S79X&keywords=between+the+world+and+me+ta-nehisi+coates&qid=1566764256&s=gateway&sprefix=between+the+world+and+me%2Caps%2C1674&sr=8-1](https://www.amazon.com/Between-World-Me-Ta-Nehisi-Coates/dp/0812993543/ref=sr_1_1?crid=2KXCI9MA6S79X&keywords=between+the+world+and+me+ta-nehisi+coates&qid=1566764256&s=gateway&sprefix=between+the+world+and+me%2Caps%2C1674&sr=8-1)
- **The Latino Threat** by Leo R. Chavez. This 2008 book examines the perceptions of immigrants in the United States, as well as the politics surrounding immigration. Chavez assesses many of the Latino stereotypes focusing particularly on Mexicans and how they are depicted in the media.  
[https://www.amazon.com/Blindspot-Hidden-Biases-Good-People/dp/0345528433/ref=sr\\_1\\_1?keywords=blind+spot+book&qid=1566785232&s=gateway&sr=8-1](https://www.amazon.com/Blindspot-Hidden-Biases-Good-People/dp/0345528433/ref=sr_1_1?keywords=blind+spot+book&qid=1566785232&s=gateway&sr=8-1)
- **Blind Spot: Hidden Biases of Good People** by Mahzarin R. Banaji and Anthony G. Greenwald. Written in 2016, this book examines the implicit biases that each person has, dubbed by the authors as one's "blindspot." The authors discuss the Implicit Association Test, one of the most popular tools to measure one's unconscious or implicit bias.  
[https://www.amazon.com/Blindspot-Hidden-Biases-Good-People/dp/0345528433/ref=sr\\_1\\_1?keywords=blind+spot+book&qid=1566785232&s=gateway&sr=8-1](https://www.amazon.com/Blindspot-Hidden-Biases-Good-People/dp/0345528433/ref=sr_1_1?keywords=blind+spot+book&qid=1566785232&s=gateway&sr=8-1)
- **No Pity: People with Disabilities Forging a New Civil Rights Movement** by Joseph P. Shapiro. Despite being published over 20 years ago, this 1994 book is a great resource to help readers better understand the experiences of those who are differently-abled.  
[https://www.amazon.com/No-Pity-Disabilities-Forging-Movement/dp/0812924126/ref=sr\\_1\\_1?keywords=No+Pity%3A+People+with+Disabilities+Forging+a+New+Civil+Rights+Movement&qid=1566783167&s=gateway&sr=8-1](https://www.amazon.com/No-Pity-Disabilities-Forging-Movement/dp/0812924126/ref=sr_1_1?keywords=No+Pity%3A+People+with+Disabilities+Forging+a+New+Civil+Rights+Movement&qid=1566783167&s=gateway&sr=8-1)
- **American Islamophobia: Understanding the Roots and Rise of Fear** by Khaled A. Beydoun. In this book, Beydoun examines the impact of recent historical events and how these events have shaped the public's perception about Muslims in America. Some of the topics the author discusses include the "war on terror" and the Islamophobia that is pervasive in America.  
[https://www.amazon.com/American-Islamophobia-Understanding-Roots-Rise/dp/0520297792/ref=sr\\_1\\_1?keywords=American+Islamophobia%3A+Understanding+the+Roots+and+Rise+of+Fear&qid=1566785894&s=gateway&sr=8-1](https://www.amazon.com/American-Islamophobia-Understanding-Roots-Rise/dp/0520297792/ref=sr_1_1?keywords=American+Islamophobia%3A+Understanding+the+Roots+and+Rise+of+Fear&qid=1566785894&s=gateway&sr=8-1)
- **This Chair Rocks: A Manifesto Against Ageism** by Ashton Applewhite. Published in 2019, Applewhite shares her journey and experiences with ageism and looks at specific stereotypes that American society holds about older individuals.  
[https://www.amazon.com/This-Chair-Rocks-Manifesto-Against/dp/1250311489/ref=sr\\_1\\_1?keywords=This+Chair+Rocks%3A+A+Manifesto+Against+Ageism&qid=1566786943&s=gateway&sr=8-1](https://www.amazon.com/This-Chair-Rocks-Manifesto-Against/dp/1250311489/ref=sr_1_1?keywords=This+Chair+Rocks%3A+A+Manifesto+Against+Ageism&qid=1566786943&s=gateway&sr=8-1)

### DEI Sample Survey Questions and Questionnaires

Additional questionnaires are also included in several of the toolkits listed on this document.

- <https://diversity.umich.edu/wp-content/uploads/2017/11/STAFF-SAMPLING-SURVEY.pdf>
- <https://www.surveymonkey.com/mp/diversity-and-inclusion-survey-templates/>

- <https://www.niu.edu/diversity/files/equal-opportunity/sample-interview-questions-diversity-and-equity.pdf>

#### Sample Diversity, Equity and Inclusion Statements and Ideas to Develop Your Own

- <https://www.ibisconsultinggroup.com/insight/diversity-vision-statement/>
- <https://blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements/>
- <https://www.fdic.gov/about/diversity/pdf/dei2021.pdf>

#### DEI Video and Podcast Resources

- 10 free online courses on diversity, equity, and inclusion to sign up for right now that will make you a better leader.  
<https://www.businessinsider.com/free-online-courses-diversity-equity-inclusion-2020-10>
- Non-profit Learning Lab - DEI Anti-racism and equity resources: Videos, podcasts, webinars, trainings and many other DEI resources.  
<https://www.nonprofitlearninglab.org/dei>