Diversity & Inclusion Resource Guide

Newspaper Articles, White Papers and Tool Kits

# Building D&I tEAMS

* [The Biggest Mistake You're Making When Hiring](https://www.inc.com/magazine/201512/kate-rockwood/when-hiring-for-cultural-fit-can-backfire.html) – Inc Magazine, December 2015
* [Guess Who Doesn’t Fit In at Work](https://www.nytimes.com/2015/05/31/opinion/sunday/guess-who-doesnt-fit-in-at-work.html) – New York Times, May 2015
* [Medical schools are starting to diversify. But they’re learning hard lessons along the way](https://www.statnews.com/2019/06/17/medical-schools-diversity-hard-lessons/?utm_source=STAT+Newsletters&utm_campaign=d06bc6676c-MR_COPY_01&utm_medium=email&utm_term=0_8cab1d7961-d06bc6676c-144330717) -STAT News, September 2019
* [The Key to Inclusive Leadership](https://hbr.org/2020/03/the-key-to-inclusive-leadership) - Harvard Business Review, March 2020
* [Creating a Trans-Inclusive Workplace](https://hbr.org/2020/03/creating-a-trans-inclusive-workplace) – Harvard Business Review, March 2020
* [7 Practical Ways to Reduce Bias in Your Hiring Process](https://hbr.org/2017/06/7-practical-ways-to-reduce-bias-in-your-hiring-process?referral=03759&cm_vc=rr_item_page.bottom) – Harvard Business Review, June 2017
* [Understanding the Climate for LGBTQ Workers Nationwide](https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide) – Human Rights Campaign
* [Diversity Best Practices](https://www.diversitybestpractices.com/resources)
* [How to Develop a Diversity and Inclusion Initiative](https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-develop-a-diversity-and-inclusion-initiative.aspx) – Society for Human Resources
* [Delivering Through Diversity](https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity) – McKinsey & Company, January 2018

# Building dIVERSE bOARDS

* [When and Why Diversity Improves Your Board Performance](https://hbr.org/2019/03/when-and-why-diversity-improves-your-boards-performance) – Harvard Business Review, March 2019
* [How to Create a Diverse Board of Directors and Empower It to Thrive](https://insight.kellogg.northwestern.edu/article/how-to-create-diverse-board-directors-empower-thrive) – Kellogg School of Management
* [How to Accelerate Gender Diversity on Boards](https://www.mckinsey.com/featured-insights/leadership/how-to-accelerate-gender-diversity-on-boards) – McKinsey & Company
* <https://www.councilofnonprofits.org/tools-resources/diversity-nonprofit-boards>
* [Tool Kit: How to Diversity Your Nonprofit’s Board](https://www.philanthropy.com/resources/toolkit/how-to-diversify-your-nonprofi/226?cid=cpfd_rsrc) - Chronicle of Philanthropy

# dATA ANALYSIS

* [Algorithmic bias detection and mitigation: Best practices and policies to reduce consumer harms](https://www.brookings.edu/research/algorithmic-bias-detection-and-mitigation-best-practices-and-policies-to-reduce-consumer-harms/) – Brookings Institute, May 2019
* [Amazon scraps secret AI recruiting tool that showed bias against women](https://www.reuters.com/article/us-amazon-com-jobs-automation-insight/amazon-scraps-secret-ai-recruiting-tool-that-showed-bias-against-women-idUSKCN1MK08G) – Reuters, October 2018
* [Sports Analyst: NBA Reliance On Analytics Hurts Diversity Hiring](https://www.npr.org/2019/06/16/733248967/sports-analyst-nba-reliance-on-analytics-hurts-diversity-hiring) – NPR, June 2019

# Fundraising

* [Research Illuminates Gender Differences in Patterns of Giving](https://philanthropy.iupui.edu/institutes/womens-philanthropy-institute/research/gender-giving.html) – Lilly Family School of Philanthropy at Indiana University
* [Fundraising Is Stalled by Its Focus on What Works for White Men](https://www.philanthropy.com/article/We-Won-t-Raise-More-Money/244651) – Chronicle of Philanthropy
* [Tool Kit: Advice on Attracting Diverse Donors](https://www.philanthropy.com/resources/toolkit/advice-on-attracting-diverse-d/106) – Chronicle of Philanthropy
* [Tool Kit: Appealing to Women Donors –](https://www.philanthropy.com/resources/toolkit/appealing-to-women-donors/67) Chronicle of Philanthropy
* <https://diversitydrivendata.blog/>

# GENERAL

* [Disability Language Style Guide](https://ncdj.org/style-guide/)
* [Diversity and Inclusion in Healthcare Advancement: Changing Behaviors and Outcomes](https://www.ahp.org/docs/default-source/resource-center/alg-ahp-diversity-and-inclusion-whitepaper.pdf--I) -Aspen Leadership Group
* [Confirmation and Other Biases](https://www.facinghistory.org/resource-library/facing-ferguson-news-literacy-digital-age/confirmation-and-other-biases) – Facing History and Ourselves
* [GLAAD Media Reference Guide – Covering the Transgender Community](https://www.glaad.org/reference/covering-trans-community) – GLAAD
* [Glossary of Terms - Transgender](https://www.glaad.org/reference/transgender) - GLAAD
* [Gender Pronouns](https://uwm.edu/lgbtrc/support/gender-pronouns/) – University of Wisconsin LGBTQ+ Resource Center
* [Globe Spotlight Series on Race in Boston](https://apps.bostonglobe.com/spotlight/boston-racism-image-reality/) – Boston Globe, December 2017
* [History Makers](https://www.thehistorymakers.org/)

Other Resources

# Job boards

* [Urban League](https://www.nuljobsnetwork.com/)
* [African American Development Officers (AADO)](https://www.aadonetwork.com/posting-a-job)
* [Amplify: Latinx](https://amplifylatinx.co/opportunities/jobs-opportunities/)
* [Work Without Limits](https://workwithoutlimits.org/)

# newspapers

* [Bay State Banner](https://www.baystatebanner.com/)
* [Bay Windows](http://www.baywindows.com/)
* [The Rainbow Times](https://www.therainbowtimesmass.com/)
* [El Mundo](https://elmundoboston.com/)
* [El Planeta](https://elplaneta.com/)
* [World Journal Press](http://ep.worldjournal.com/)
* [Sampan](https://sampan.org/)

# lISTS

* [The 100 Best Workplaces for Diversity](https://fortune.com/best-workplaces-for-diversity/)
* [The 2019 NAFE Top 70 Companies for Executive Women](https://www.workingmother.com/nafe-top-companies-for-executive-women-2019)
* [GK100 2018: Boston’s 100 Most Influential People of Color](https://getkonnected.com/event/gk100-2018-bostons-100-influential-people-color)
* [Corporate Equality Index 2020](https://www.hrc.org/campaigns/corporate-equality-index)

# aSSOCIATIONS

* [National Association of Asian American Professionals (Boston chapter)](https://boston.naaap.org/cpages/home)
* [The Indus Entrepreneurs (TiE) Boston](https://boston.tie.org/about-us/)
* [Association of Latino Professionals for America](https://www.alpfa.org/page/boston)
* [National Black MBA Association, Inc. Boston Chapter](https://bostonblackmba.org/about/)
* [National Society of Black Engineers, Boston Chapter](https://www.nsbeboston.org/)
* [Gay & Lesbian Medical Association (GLMA)](http://www.glma.org/index.cfm?fuseaction=Page.viewPage&pageId=632) - world’s largest and oldest association of lesbian, gay, bisexual and transgender (LGBT) healthcare professionals.
* [National Association of Gay and Lesbian Real Estate Professionals (NAGLREP)](https://naglrep.com/join/) - number one forum for LGBT home buyers, sellers, and real estate professionals.
* [National Gay Pilots Association (NGPA)](https://www.ngpa.org/membership) -committed to build, support, and unite the global LGBT aviation community through education, social events, and outreach programs.
* [National LGBT Bar Association (LGBT BAR)](https://lgbtbar.org/fli-mission-statement-and-membership-requirements/) -national association of lawyers, judges, and legal professionals promoting justice in and through the legal profession for the LGBT community.
* [National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)](https://www.noglstp.org/member-services/) - professional society for LGBT people in science, technology, engineering, and math.
* [Out in Science, Technology, Engineering, and Mathematics (oSTEM)](https://www.ostem.org/page/membership-benefits) - empowers LGBTQ people in STEM to succeed personally, academically, and professionally