



A LIST OF BOOKS ON DIVERSITY AND INCLUSION

AAUW members are nourished regularly by reading. It is how we learn facts, gain perspective and become inspired. Below is the beginning of a list of books that can help us in our personal journeys to understand and become a part of the advancement of thoughts on diversity and inclusion.

The list is divided in to topics, which we hope you find helpful.

If you know of other books you want to recommend, please send the title and author to Cyndi Shanahan cyndi9817@gmail.com or Patsy Quick pnquick@cox.net

Topic: Unconscious Bias

Blindspot: Hidden Biases of Good People

by Mahzarin R. Banaji and Anthony G. Greenwald

“Accessible and authoritative . . . While we may not have much power to eradicate our own prejudices, we can counteract them. The first step is to turn a hidden bias into a visible one. . . . What if we’re not the magnanimous people we think we are?”—*The Washington Post*

What If? 10th Anniversary Edition: Short Stories to Spark Inclusion & Diversity Dialogue

by Steve Robbins

From incomparable storyteller and beloved diversity and inclusion expert, Steve L. Robbins, comes the 10th Anniversary Edition of his classic book used by scores of companies globally for diversity training.

This 10th anniversary edition of the beloved classic features 10 new stories written by Dr. Robbins that help readers gain deeper insight into the role our brains play in shaping our thoughts and actions, and what we can do to be more curious and open-minded in our diverse world. Based on his study of the fields of behavioral science and cognitive neuroscience, Robbins explores unconscious bias in many of its forms, including; availability bias, confirmation bias, anchoring bias and others. With his signature humor, these weighty, but important topics are addressed with great insight, care and humility. The result is an unpretentious guide for individuals and organizations that will help break down defenses and shine a helpful light on human behavior in a world filled with differences.

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do

by Claude M. Steele, DeMario Clarke, et al.

The acclaimed social psychologist offers an insider's look at his research and groundbreaking findings on stereotypes and identity.

Claude M. Steele, who has been called "one of the few great social psychologists," offers a vivid first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. He sheds new light on American social phenomena from racial and gender gaps in test scores to the belief in the superior athletic

pro prowess of black men, and lays out a plan for mitigating these "stereotype threats" and reshaping American identities.

The Person You Mean to Be: How Good People Fight Bias

by Dolly Chugh, Soneela Nankani, et al.

An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better.

Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in.

Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves.

She argues that the only way to be on the right side of history is to be a good-ish - rather than good - person. Good-ish people are always growing. Second, she helps you find your "ordinary privilege" - the part of your everyday identity you take for granted, such as race for a white person, sexual orientation for a straight person, gender for a man, or education for a college graduate. This part of your identity may bring blind spots, but it is your best tool for influencing change. Third, Dolly introduces the psychological reasons that make it hard for us to see the bias in and around us. She leads you from willful ignorance to willful awareness. Finally, she guides you on how, when, and whom, to engage (and not engage) in your workplaces, homes, and communities. Her science-based approach is a method any of us can put to use in all parts of our life.

Whether you are a long-time activist or new to the fight, you can start from where you are. Through the compelling stories Dolly shares and the surprising science she reports, Dolly guides each of us closer to being the person we mean to be.

Topic: Racism

White Fragility: Why It's So Hard for White People to Talk About Racism

by Robin DiAngelo and Michael Eric Dyson

In this "vital, necessary, and beautiful book" (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people' (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

Waking Up White: and Finding Myself in the Story of Race

by Debby Irving

Waking Up White is the book Irving wishes someone had handed her decades ago. By sharing her sometimes cringe-worthy struggle to understand racism and racial tensions, she offers a fresh perspective on bias, stereotypes, manners, and tolerance. As Irving unpacks her own long-held beliefs about colorblindness, being a good person, and wanting to help people of color, she reveals how each of these well-intentioned mindsets actually perpetuated her ill-conceived ideas about race. She also explains why and how she's changed the way she talks about racism, works in racially mixed groups, and understands the antiracism movement as a whole. Exercises at the end of each chapter prompt readers to explore their own racialized ideas. Waking Up White's personal narrative is designed to work well as a rapid read, a book group book, or support reading for courses exploring racial and cultural issues.

So You Want to Talk About Race

by Ijeoma Oluoby

In this *New York Times* bestseller, Ijeoma Oluo offers a hard-hitting but user-friendly examination of race in America.

Widespread reporting on aspects of white supremacy--from police brutality to the mass incarceration of African Americans--have made it impossible to ignore the issue of race. Still, it is a difficult subject to talk about. How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair--and how do you make it right? How do you explain white privilege to your white, privileged friend?

In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

"Oluo gives us--both white people and people of color--that language to engage in clear, constructive, and confident dialogue with each other about how to deal with racial prejudices and biases."

--*National Book Review*

"Generous and empathetic, yet usefully blunt . . . it's for anyone who wants to be smarter and more empathetic about matters of race and engage in more productive anti-racist action."--*Salon* (Required Reading)

Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race

by Beverly Daniel Tatum

The classic, bestselling book on the psychology of racism -- now fully revised and updated

Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides. These topics have only become more urgent as the national conversation about race is increasingly acrimonious. This fully revised edition is essential reading for anyone seeking to understand the dynamics of race in America.

Topic: Gender Equity

Reset: My Fight for Inclusion and Lasting Change

by Ellen Pao, Emily Woo Zeller, et al.

From a "feminist hero" (*Elle*, *The Guardian*) comes a fearless firsthand account of the workplace discrimination suit that "has blown open a conversation about the status of women" (*The New York Times*) in the tech industry. This is the story of a determined activist using her voice to empower everyone who struggles to be heard.

Topic: White Privilege

The Myth of Equality: Uncovering the Roots of Injustice and Privilege

by Ken Wytsma

Is privilege real or imagined?

It's clear that issues of race and equality have come to the forefront in our nation's consciousness. Every week yet another incident involving racial tension splashes across headlines and dominates our news feeds. But it's not easy to unpack the origins of these tensions, and perhaps we wonder whether any of these issues really has anything to do with us. Ken Wytsma, founder of the Justice Conference, understands these questions. He has gone through his own journey of understanding the underpinnings of inequality and privilege. In this timely, insightful book Wytsma unpacks what we need to know to be grounded in conversations about today's race-related issues. And he helps us

come to a deeper understanding of both the origins of these issues and the reconciling role we are called to play as witnesses of the gospel. Inequality and privilege are real. *The Myth of Equality* opens our eyes to realities we may have never realized were present in our society and world. And we will be changed for the better as a result.

White Awake: An Honest Look at What It Means to Be White

by Daniel Hill

Daniel Hill will never forget the day he heard these words: "Daniel, you may be white, but don't let that lull you into thinking you have no culture. White culture is very real. In fact, when white culture comes in contact with other cultures, it almost always wins. So it would be a really good idea for you to learn about your culture."

Confused and unsettled by this encounter, Hill began a journey of understanding his own white identity. Today he is an active participant in addressing and confronting racial and systemic injustices. And in this compelling and timely book, he shows you the seven stages to expect on your own path to cultural awakening. It's crucial to understand both personal and social realities in the areas of race, culture, and identity.

This book will give you a new perspective on being white and also empower you to be an agent of reconciliation in our increasingly diverse and divided world.

Topic: Immigration

A Nation of Nations: A Story of America After the 1965 Immigration Law

by Tom Gjelten, David Colacci, et al.

In 1950, Fairfax County, Virginia, was 90 percent white, 10 percent African American, with a little more than 100 families who were "other". Currently the African American percentage of the population is about the same, but the Anglo white population is less than 50 percent, and there are families of Asian, African, Middle Eastern, and Latin American origin living all over the county.

A Nation of Nations follows the lives of a few immigrants to Fairfax County over recent decades as they gradually "Americanize". Hailing from Korea, Bolivia, and Libya, these families have stories that illustrate common immigrant themes: friction between minority groups, economic competition and entrepreneurship, and racial and cultural stereotyping. It's been half a century since the 1965 Immigration and Nationality Act changed the landscape of America, and no book has assessed the impact or importance of this law as this one does, with its brilliant combination of personal stories and larger demographic and political issues.

American Immigration: A Very Short Introduction

by David A. Gerber

Americans have come from every corner of the globe, and they have been brought together by a variety of historical processes--conquest, colonialism, the slave trade, territorial acquisition, and voluntary immigration. A thoughtful look at immigration, anti-immigration sentiments, and the motivations and experiences of the migrants themselves, this book offers a compact but wide-ranging look at one of America's persistent hot-button issues.

Historian David Gerber begins by examining the many legal efforts to curb immigration and to define who is and is not an American, ranging from the Naturalization Law of 1795 (which applied only to "free-born white persons") to the Chinese Exclusion Act of 1882, the Emergency Quota Act of 1921, and the reform-minded Immigration and Nationality Act of 1965, which opened the door to millions of newcomers, the vast majority from Asia and Latin America. The book also looks at immigration from the perspective of the migrant--farmers and industrial workers, mechanics and domestics, highly trained professionals and small-business owners--who willingly pulled up stakes for the promise of a better life. Throughout, the book sheds light on the relationships between race and ethnicity in the life of these groups and in the formation of American society, and it stresses the marked continuities across waves of immigration and across different racial and ethnic groups.

A fascinating and even-handed historical account, this book puts into perspective the longer history of calls for stronger immigration laws and the on-going debates over the place of immigrants in American society.

About the Series: Combining authority with wit, accessibility, and style, **Very Short Introductions** offer an introduction to some of life's most interesting topics. Written by experts for the newcomer, they demonstrate the finest contemporary thinking about the central problems and issues in hundreds of key topics, from philosophy to Freud, quantum theory to Islam.

Topic: Novel

Americanah

by [Chimamanda Ngozi Adichie](#)

Nominated as one of America's best-loved novels by PBS's The Great American Read

Ifemelu and Obinze are young and in love when they depart military-ruled Nigeria for the West. Beautiful, self-assured Ifemelu heads for America, where despite her academic success, she is forced to grapple with what it means to be black for the first time. Quiet, thoughtful Obinze had hoped to join her, but with post-9/11 America closed to him, he instead plunges into a dangerous, undocumented life in London. Fifteen years later, they reunite in a newly democratic Nigeria, and reignite their passion—for each other and for their homeland.

The Book of Unknown Americans

[Cristina Henríquez](#)

by

When fifteen-year-old Maribel Rivera sustains a terrible injury, the Riveras leave behind a comfortable life in Mexico and risk everything to come to the United States so that Maribel can have the care she needs. Once they arrive, it's not long before Maribel attracts the attention of Mayor Toro, the son of one of their new neighbors, who sees a kindred spirit in this beautiful, damaged outsider. Their love story sets in motion events that will have profound repercussions for everyone involved. Here Henríquez seamlessly interweaves the story of these star-crossed lovers, and of the Rivera and Toro families, with the testimonials of men and women who have come to the United States from all over Latin America. *The Book of Unknown Americans* is a stunning novel of hopes and dreams, guilt and love—a book that offers a resonant new definition of what it means to be American

Topic: Children's Books/Discussions with Children

Raising White Kids: Bringing Up Children in a Racially Unjust America

by [Jennifer Harvey and Tim Wise](#)

With a foreword by Tim Wise, *Raising White Kids* is for families, churches, educators, and communities who want to equip their children to be active and able participants in a society that is becoming one of the most racially diverse in the world while remaining full of racial tensions. For white people who are committed to equity and justice, living in a nation that remains racially unjust and deeply segregated creates unique conundrums.

These conundrums begin early in life and impact the racial development of white children in powerful ways. What can we do within our homes, communities and schools? Should we teach our children to be “colorblind”? Or, should we teach them to notice race? What roles do we want to equip them to play in addressing racism when they encounter it? What strategies will help our children learn to function well in a diverse nation?

Talking about race means naming the reality of white privilege and hierarchy. How do we talk about race honestly, then, without making our children feel bad about being white? Most importantly, how do we do any of this in age-appropriate ways?

While a great deal of public discussion exists in regard to the impact of race and racism on children of color, meaningful dialogue about and resources for understanding the impact of race on white children are woefully absent. *Raising White Kids* steps into that void.

Mixed Nuts: A story and discussion about diversity and inclusion

by [Mai-Lis F. Bahr](#)

What happens to a community when different kinds of nuts come together? Let Mr. and Mrs. Peanut show you how a community can grow through diversity.

Mixed Nuts is a must-have story and resource about diversity and inclusion for our growing diverse world, helping children develop positive social attitudes, inclusion, and acceptance. Through the story, the characters ask children to be empathetic and to look at the world in a larger than me way. Unfamiliar characters help them to think about our differences and similarities. Children will learn to appreciate how we are better as a collective, to disengage from fear and engage with curiosity and kindness.

Readers, listeners, parents, and teachers will appreciate how the story is told in a non preachy way. The discussion section on diversity that follows the story allows for dialogue, self-reflection, and questions. Topics in the discussion section include:

- What is diversity?
- How are we similar?
- How are we different?
- What does diversity look like?
- What is great about diversity?
- What is challenging about diversity?

Mixed Nuts addresses an often difficult to discuss and sensitive topic that urgently needs to be dialogued with children from preschool and up.

Strictly No Elephants

by [Lisa Mantchev](#) and [Taeun Yoo](#)

The Pet Club doesn't understand that pets come in all shapes and sizes, just like friends. Now it is time for a boy and his tiny pet elephant to show them what it means to be a true friend.

The Name Jar-

by [Yangsook Choi](#)

The new kid in school needs a new name! Or does she?

Being the new kid in school is hard enough, but what about when nobody can pronounce your name? Having just moved from Korea, Unhei is anxious that American kids will like her. So instead of introducing herself on the first day of school, she tells the class that she will choose a name by the following week. Her new classmates are fascinated by this no-name girl and decide to help out by filling a glass jar with names for her to pick from. But while Unhei practices being a Suzy, Laura, or Amanda, one of her classmates comes to her neighborhood and discovers her real name and its special meaning. On the day of her name choosing, the name jar has mysteriously disappeared. Encouraged by her new friends, Unhei chooses her own Korean name and helps everyone pronounce it—*Yoon-Hey*.

Chrysanthemum

by [Kevin Henkes](#)

Chrysanthemum is a funny and honest school story about teasing, self-esteem, and acceptance to share all year round.

Chrysanthemum thinks her name is absolutely perfect—until her first day of school. "You're named after a flower!" teases Victoria. "Let's smell her," says Jo. Chrysanthemum wilts. What will it take to make her blossom again?

This popular picture book has sold more than a million copies and was named a Notable Book for Children by the American Library Association. "Perfectly executed in words and illustration, *Chrysanthemum* exemplifies Henkes's talent for creating true picture stories for young audiences."—*The Horn Book*

Say Hello

by [Rachel Isadora](#)

Carmelita loves to greet everyone in her colorful neighborhood. There are people from so many different cultures! They all like to say hello too, so now Carmelita can say hello in Spanish, English, French, Japanese, and many other languages. And her dog, Manny? Well, he seems to understand everyone, and gives a happy "Woof!" wherever he goes.

Caldecott Honor winner Rachel Isadora's eye-catching collages are full of kid-friendly details like colorful storefronts, pigeons and an ice cream truck, making Carmelita's neighborhood fun to explore. Emphasizing the rich diversity of America's neighborhoods, this simple portrait of a child's day provides a great introduction to the joy of language.

