

ADDITIONAL EQUITY, DIVERSITY, and INCLUSION RESOURCES

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Gender Decoder Tool

- [Gender Decoder for Job Ads](#)

Short Articles/Resources

- [HBR: Why Diversity Programs Fail](#)
- [HBR: U.S. Businesses Must Take Meaningful Action Against Racism](#)
- [HBR: How to Call Out Racial Injustice at Work](#)
- [MIT Sloan Management Review: Organizations cannot afford to stay silent on racial injustice](#)
- [MIT Sloan Management Review: Confronting the Uncomfortable Reality of Workplace Discrimination](#)
- [INSEAD: Unearthing the Roots of Systemic Racism](#)
- [Vox: How to be a good white ally, according to activists](#)
- [Vox: The Waves of Feminism, and Why People Keep Fighting Over Them, Explained](#)
- [TIME'S UP Guide to Equity and Inclusion During Crisis](#)

Books

- [The Skin We're In: A Year of Black Resistance and Power by Desmond Cole](#)
- [UBC Alumni Book Club on The Skin We're In](#)
- [A Mind Spread out on the Ground by Alicia Elliott](#)- A book exploring the systemic oppression faced by Indigenous peoples across Canada.

Reading Lists

- [Ibram Kendi's Anti-Racist Reading List](#)
- [DiversityInc: Book Recommendations for Leaders](#)
- [CBC: 14 Books to Read for Indigenous History Month](#)

Podcasts

- [NPR's Code Switch](#)

- [Grey Matter- Talking Politics: When, How, and Why CEOs Should Speak Out](#)
- [NPR's Life Kit: Microaggressions are a bid deal- how to talk them out and when to walk away](#)

Short Videos

- [The Difference between Diversity, Inclusion, and Equity \(3:52\)](#)
- [Systemic Racism Explained \(4:23\)](#)
- [Trevor Noah: Pandemic Highlights Inequality for Black Workers](#)

Movies

- 13th on Netflix- Ava Duvernay’s documentary on the history of racial inequality in the United States with a specific focus on the criminal justice system.

Self-Education Bias Training

- ***UCLA: Office of Equity, Diversity, and Inclusion’s Implicit Bias Video Series***

A6-part series with short video lessons on how biases and heuristics can influence our decision-making and behavior without us even realizing it.

Lesson 1	Schemas (mental short-cuts that help us navigate the world around us)
Lesson 2	Attitudes and Stereotypes
Lesson 3	Real World Consequences
Lesson 4	Explicit vs. Implicit Bias
Lesson 5	The IAT (Implicit Association Test – learn more about the IAT at Project Implicit)
Lesson 6	Countermeasures

- ***Government of Canada and the Canada Research Chairs Program – Unconscious Bias Training***

This online unconscious bias training explains what unconscious bias is, outlines how it can affect the peer review process, and suggests ways to mitigate the influence of unconscious bias. Though focused on peer review, this online module includes content that is transferable to other areas of academia including graduate admissions, postdoc selection, and faculty hiring.

Link: <https://www.chairs-chaire.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false>