



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

DIVERSITY & ENGAGEMENT

Education and Development

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Education & Development

Intercultural Development Resource Toolkit 2019-2020

Opportunities to Explore Cultural Differences and Commonalities
Resources to Increase Cultural Competency

An Iterative Project of the Intercultural Development Inventory Advisory Board

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**Opportunities to Explore Cultural Differences and Commonalities
Resources to Increase Cultural Competency**

Scheduled Events (Many have been cancelled due to COVID-19)

January

1/9	"Framing Diversity as an Instrumental or Moral Good." Dr. Stacey Sinclair, Phi Beta Kappa Visiting Scholar		
1/13	Dr. Martin Luther King, Jr. Celebration	Student Union	7 pm
1/15	Around the World International Coffee House Event		
1/22	International Coffee House Event		
1/22	S.T.R.I.D.E Training – Judy Cornett, Camille Hall	Student Union 362C	12 pm – 2 pm
1/29	International Coffee House Event		

February

2/1	Black Issues Conference, Multicultural Student Life		
2/10	Assessing Your Cultural Competence - Community Engagement		
2/13	Noche De Baile American Student Organization	FBCC	6 pm
2/25	S.T.R.I.D.E Training–Michael Higdon/Sarah Lowe	Student Union 362B	12 pm – 2 pm
2/29	International Festival	Children’s Museum of Oak Ridge	

March

3/14-4/20	Dollywood Festival of Nations	Dollywood	
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April

4/3	International Dance Competition	Student Union Aud.	7 pm
4/13	S.T.R.I.D.E Training – Michael Olson, Jay Whelan	Student Union 362B	2 pm – 4 pm
4/TBD	Rossini Festival International Street Fair	Knoxville, TN	

May

5/3	Knoxville Jewish Food Festival	Arnstein Jewish Community Center	
5/16,17	Smoky Mountain Scottish Festival and Games	Maryville College	
5/19	S.T.R.I.D.E. Training – Jay Whelan, Lisa Yamagata-Lynch	Online Via Zoom	2 pm – 4 pm
5/24	Knoxville Caribbean Jerk Festival	World’s Fair Park	

June

6/4	AACRAO Black Caucus Town Hall	Virtual/AACRAO	12 pm – 1 pm
6/20	Knox PrideFest	Knoxville Civic Auditorium	
6/30?	Kuumba Festival	Alex Haley Heritage Square	

July

August

9/22?	First Lutheran’s GermanFest	1207 N. Broadway NE	
9/30	Knoxville Asian Festival	World’s Fair Park	

September

9/25	International Festival	Pedestrian Walkway	10 am – 2 pm
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October

10/10-11	HoLa Festival 2020	Market Square	
TBD	Arab Fest	Pedestrian Walkway	

November

December

Yet to Be Scheduled

- India Fest
- Juneteenth
- Haiti Fest
- Greek Fest
- World Refugee Day

Books to Read

Recommended by Haslam College of Business Diversity and Inclusion Resource Guide

- [Privilege, Power & Difference by Allan G. Johnson](#)
- [Driven by Difference: How Great Companies fuel innovation through Diversity by David Livermore](#)
- [The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off by Mark Kaplan & Mason Donovan](#)
- [Inclusion: Diversity, The New Workplace & the Will to change by Jennifer Brown](#)
- [The Diversity and Inclusion Handbook by Sondra B. Thiederman](#)
- [Demystifying Diversity: A Handbook to Navigate Equality, Diversity and Inclusion by G. Yafai and Jiten Patel](#)
- [What if? Short Stories to Spark Diversity Dialogue. By Steve Robbins](#)

Recommended by IDI Advisory Board Members

- "Peace of My Mind, American Stories", John Noltner
- "Facilitating Intergroup Dialogues: Bridging Differences, Catalyzing Change", Maxwell, Nagda, & Thompson
- "White Fragility", Robin Diangelo
- "A Colony In a Nation", Chris Hayes
- "The SAGE Encyclopedia of Intercultural Competence", Edited by Janet M. Bennett
- "Between the Works and Me", Ta-Nehisi Coates
- "The Beautiful Struggle", Ta-Nehisi Coates
- "Intercultural Competence in Higher Education", Darla Deardoff and Lily Arasaratnam-Smith
- Real Queer America: LGBT Stories from Red States by Samantha Allen
- Redefining Realness by Janet Mock
- Transgender History: The Roots of Today's Revolution (2nd edition) by Susan Stryker
- Trans* in College: Transgender Students' Strategies for Navigating Campus Life and the Institutional Politics of Inclusion by Z. Nicolazzo
- Trans* Policies and Experiences in Housing and Residence Life edited by Chang, Garvey, and Nicolazzo
- We Are Everywhere: Protest, Power, and Pride in the History of Queer Liberation by Matthew Reimer and Leighton Brown
- The New Jim Crow by Michelle Alexander
- Locking Up Our Own by James Forman
- Sister Outsider by Audre Lorde
- A More Beautiful and Terrible History by Jeanne Theoharis
- Cold War Civil Rights by Mary Duziak
- Too Heavy A Load by Deborah White
- The Warmth of Other Suns by Isabel Wilkerson
- The Color of Law by Richard Rothstein
- The Condemnation of Blackness by Khalil Gibran Muhammad

- Slavery by Another Name by Douglas Blackmon
- Reconstruction by Eric Foner
- The Price for Their Pound of Flesh by Daina Ramey Berry
- The Half Has Never Been Told by Edward Baptist
- The Fire This Time by Randall Kenan
- The Fire Next Time by James Baldwin
- Heavy by Kiese Laymon
- Eloquent Rage by Brittney C. Cooper
- I Know Why the Caged Bird Sings by Maya Angelou
- Stamped from the Beginning by Ibram X. Kendi
- Fatal Invention by Dorothy Roberts
- When and Where I Enter by Paula Giddings
- From the War on Poverty to the War on Crime by Elizabeth Kay Hinton
- Are Prisons Obsolete? by Angela Y. Davis
- Just Mercy by Bryan Stevenson
- Roots by Alex Haley
- The Autobiography of Malcom X by Malcolm X
- North of Slavery by Leon Litwack
- They Can't Kill Us All by Wesley Lowery
- From #BlackLivesMatter to Black Liberation by Keeanga-Yamahtta Taylor
- Give Us the Ballot by Ari Berman
- One Person, No Vote by Carol Anderson
- Antiracism: an Introduction by Alex Zamalin
- How to Be an Antiracist by Ibram X. Kendi
- The Racial Healing Handbook by Anneliese A. Singh
- The Inner Work of Racial Justice by Rhonda Magee
- The Wellbeing Handbook for Overcoming Everyday Racism by Susan Cousins
- The Color Complex: The Politics of Skin Color in a New Millenium by Russel-Cole, Wilson, and Hall
- The Mis-education of the Negro by Carter G. Woodson



Recommended from From packer.edu:

25 Recommended Books On Diversity. Compiled by Christine Savini, Principal Consultant, Diversity Directions

1. Can We Talk About Race? Beverly Daniel Tatum, (President, Spelman College)
2. Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race. Beverly Daniel Tatum, (President, Spelman College)
3. Everyday Anti-Racism: Getting Real About Race in School, Edited by Mica Pollock
4. Whistling Vivaldi And Other Clues to How Stereotypes Affect Us. Claude M. Steele
5. Covering: The Hidden Assault on our Civil Rights. Kenji Yoshino

6. The Miner's Canary – Enlisting Race, Resisting Power, Transforming Democracy. Lani Guinier and Gerald Torres
 7. Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the US. Eduardo Bonilla-Silva
 8. Color Blind: The Rise of Post-Racial Politics and the Retreat from Racial Equity. Tim Wise
 9. Blacks in the White Elite: Will the Progress Continue? Richard Zweighaft & G. William Domhoff
 10. Race and Culture in the Classroom. Mary Dilg
 11. Other People's Children. Lisa Delpit
 12. Loose Canons – Notes on the Culture Wars. Henry Louis Gates, Jr.
 13. Multicultural Education: Issues and Perspectives. James A. Banks
 14. Beyond the Whiteness of Whiteness: Memoir of a White Mother of Black Sons. Jane Lazarre
 15. Beyond Heroes and Holidays: A Practical Guide to K-12 Anti-Racist, Multicultural Education and Staff Development. Edited by Enid Lee, Deborah Menkart and Margo Okazawa-Rey
 16. The Shape of the River: Long-Term Consequences of Considering Race in College and University Admission. William Bowen and Derek Bok
 17. Our Kind of People: Inside America's Black Upper Class. Lawrence Otis Graham
 18. Yellow – Race in America Beyond Black and White. Frank H. Wu
 19. Nickle and Dimed – On (Not) Getting By in America. Barbara Ehrenrieck
 20. Honky. Dalton Conley
 21. How The Garcia Girls Lost Their Accents. Julia Alvarez
 22. Half + Half – Writers on Growing Up Biracial +Bicultural. edited by Claudine Chiawei O'Hearn
 23. Mama's Boy; Preacher's Son. Kevin Jennings
 24. How to Be A Perfect Stranger. A Guide to Etiquette in Other People's Religious Ceremonies Vol. 1 & Vol. 2. Edited by Arthur J. Magida
 25. Binge: What Your College Student Won't Tell You: Campus Life in an Age of Disconnection and Excess. Barrett Seaman
- https://www.packer.edu/uploaded/downloads/pa/PISDM/DD_Book_List.pdf

Recommended by the Diversity Resource Guide

- Beyond Inclusion, Beyond Empowerment: A Development Strategy to Liberate Everyone
 - Leticia Nieto with Margo F. Boyer

This book aims to be a step-by-step guide that helps people develop a social justice that challenges oppression for themselves and for people around them

- Citizen: An American Lyric- By Claudia Rankine
 - This book details daily racial aggressions and encounters in life and in the media in the twenty-first-century. The encounters include intentional and unintentional offenses that can accumulate stress on individuals.
- "So You Want to Talk About Race" by Ijeoma Oluo
 - 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.

- Blink: The Power of Thinking Without Thinking by Malcolm Gladwell.
 - Helps you to identify your implicit bias and what you can do about it.
- What if I Say Something Wrong? 25 Habits For Culturally Effective People by Verna A. Myers
 - In this compelling new tip book you'll find innovative and surprising ways to keep your personal diversity journey moving and the diversity commitment of your organization. Written to make this information bite-size and accessible, you'll find quick answers to typical What should I do? questions, like: What if I say the wrong thing, what should I do? What if I am at work and someone makes a sexist joke, what should I say?
- What If: Short Stories to Spark Diversity Dialogue by Steve Long-Nguyen Robbins
 - In What If?, Robbins provides twenty-six inspiring, lively, and sometimes deeply personal stories illustrating diversity and inclusion concepts. He offers insight and practical advice on how to reconcile unity with diversity and reframe our organizations for competitive advantages. He adds tips and suggestions for putting key learnings into action in your organization, ending each chapter with questions, an activity, and an assignment to inspire you to be more open-minded and inclusive and to discover how the ideas presented in the book might apply to your daily life at work and at home.
- Inclusive Teaching
 - Author: Cornell Thomas
 - Here, the author focuses on the importance of inclusive teaching and the role faculty can play in helping students achieve, though not necessarily in the same way.
- Diversity and Motivation
 - Margery B. Ginsberg
 - The book defines norms, illustrates practices, and provides tools to develop four foundational conditions for intrinsically motivated learning: establishing inclusion, developing a positive attitude, enhancing meaning, and engendering competence.
- Culturally responsive pedagogy
 - This book argues that effective culturally responsive pedagogies require teachers to firstly undertake a critical deconstruction of Self in relation to and with the Other; and secondly, to take into account how power affects the socio-political, cultural and historical contexts in which the education relation takes place.
- Beyond Inclusion, Beyond Empowerment: A Development Strategy to Liberate Everyone
 - Leticia Nieto with Margo F. Boyer
 - This book aims to be a step-by-step guide that helps people develop a social justice that challenges oppression for themselves and for people around them.

Publications/Websites

Recommended by Haslam College of Business Diversity and Inclusion Resource Guide

- Racial Identity Development - Beverly Daniel Tatum <http://www.mccc.edu/pdf/cmn214/Class%203/Racial%20identity%20development.pdf>
- Racial Identity Development - A Guide to Theory: Florida State University's Higher Education Program <https://studentdevelopmenttheory.wordpress.com/racial-identity-development/>
- Racial Equity Tools, <https://www.racialequitytools.org/home>
- 75 Actions for Racial Justice: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>
- How to be an Anti-Racist by Ibram X. Kendi: <https://www.youtube.com/watch?v=TzuOlyyQlug>
- The African American Policy Forum: <https://aapf.org>
- INCITE! Women of Color Collective: <https://incite-national.org/resources-for-organizing/>
- Black Mama's Bail Out: <https://nationalbailout.org/black-mamas-bail-out/>
- Locally: @knoxvillesblackmamasbailout
- The Bail Project: bailproject.org
- Race: The Power of an Illusion (film and resources) <https://www.racepowerofanillusion.org/>
- Anti-racism Resources for White People: https://docs.google.com/document/u/1/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR1Fn5Yp0JpyUM1-Lth5H_-wr2bA3j5ADctoqIUa_iQmXquKBYbDE97sxUU
- Dismantling Racism Resources: <https://www.dismantlingracism.org/resources.html?fbclid=IwAR1qLTwd-kD6p23tYmrhZqJvYGyZv5aGFNRVlz9e5N2wtug3jcLub3wWE>
- Black Feminism & the Movement for Black Lives: <https://www.youtube.com/watch?v=eV3nnFheQRo&feature=youtu.be>
- Philadelphia MOVE Bombing Documentary: <https://www.youtube.com/watch?v=vpbGgysqE4c>
- The 1619 Project: <https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html> (also available at lib.utk.edu)
- 30+ Resources to Help White Americans Learn about Race and Racism: <https://everydayfeminism.com/2015/07/white-americans-learn-race/>
- Movement for Black Lives: <https://m4bl.org> (see especially The Platform)
- Southerners on New Ground: <https://southernersonnewground.org>
- Reading toward Abolition: A Reading List on Policing Rebellion, and the Criminalization of Blackness: https://www.radicalhistoryreview.org/abusablepast/reading-towards-abolition-a-reading-list-on-policing-rebellion-and-the-criminalization-of-blackness/?fbclid=IwAR3yRqr1_V6CYzFO_NVPMZ3vFJyJkG9bLMsfegluH00TBztslh56RsRVwOc

Recommended by the Diversity Resource Guide

- Food Insecurity Among Transgender and Gender Nonconforming Individuals in the Southeast United States: A Qualitative Study <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6484349/>
 - The study was conducted by researchers at the University of Tennessee and sheds light on a barrier that LGBTQ+ individuals face, food insecurity. The article identifies reasons why LGBTQ+ individuals are at a greater risk.
- Incorporating LGBTQ Issues into Family Courses: Instructor Challenges and Strategies Relative to Perceived Teaching Climate <https://onlinelibrary-wiley-com.proxy.lib.utk.edu/doi/10.1111/fare.12034>
 - Researcher examined the experiences of college and university-level instructors in regards to incorporating LGBTQ content into family-oriented courses. Three teaching climates were identified based on colleagues, departments, and institutions as well as students' willingness to learn about the topics. The challenges from the experiences were also identified.
- "Racial Microaggressions in Everyday Life" <https://world-trust.org/wp-content/uploads/2011/05/7-Racial-Microaggressions-in-Everyday-Life.pdf>
 - Discussion and examples of microaggressions and the coded messages behind them
- White Fragility and the Rules of Engagement: How to engage in the necessary dialogue and self-reflection that can lead to structural change by Robin DiAngelo <https://goodmenproject.com/featured-content/white-fragility-and-the-rules-of-engagement-twlm/>
 - Makes clear how difficult it can be to discuss racism among white people, because so often white people default to viewing racism as an individual, rather than structural, factor in our society
- "Unpacking the Invisible Knapsack" Help identifying one's own privilege https://nationalseedproject.org/images/documents/Knapsack_plus_Notes-Peggy_McIntosh.pdf
- Tool: Recognizing Microaggressions and the Messages They Send
 - Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional and communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
 - https://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf
- Equity, Diversity, and Inclusion series from the *Nonprofit Quarterly*
 - This ongoing series of articles from the *Nonprofit Quarterly* features voices from across the nonprofit sector taking on a variety of issues, including "Blackness in Nonprofit Theater" and "Race and Health, and Doulas for Social Justice."
 - <https://nonprofitquarterly.org/tag/equity-diversity-and-inclusion-series/>
- The Safe Zone Project <https://thesafezoneproject.com/resources/>
 - The Safe Zone Project is a free online resource guide. Their website provides curriculum, activities, and other resources in relation to the LGBTQ+ community.
 - LGBTQ-inclusive Language DOs and DON'Ts <https://thesafezoneproject.com/wp-content/uploads/2017/07/SZP-Language-DO-DONT-Handout.pdf>
 - LGBTQ+ Vocabulary Glossary of Terms <https://thesafezoneproject.com/resources/vocabulary/>
- LGBTQ+ Resources at UTK: <https://pridecenter.utk.edu/resources/>

- The Pride Center Website offers a wide variety of local and national resources. The local resources include housing accommodations and name change policies.
- Advocates for Youth <https://advocatesforyouth.org/resources-tools/>
 - Advocates for Youth partners with youth leaders, adult allies and youth-serving organizations to promote young people’s rights regarding sexual health information, accessibility, confidentiality, and affordable health services.
- Project Implicit <https://implicit.harvard.edu/implicit/faqs.html>
 - Defines implicit bias and has a number of short, free online tests (you can be anonymous) you can take to delve into any implicit beliefs you might be unaware of carrying
- Enacting Inclusivity Through Engaged Pedagogy: A Higher Education Perspective
 - Mary Ann Danowitz & Frank Tuitt
 - This article describes a curricular change process used to incorporate inclusivity and diversity in Higher Education Ph.D program.
- The Way of ColorInsight: Understanding Race and Law Effectively Through Mindfulness-Based ColorInsight Practices
 - Rhonda V. Magee
- [Spirituality and religiousness among American College Students by Alexander W. Astin](#)
- [Philosophical Underpinnings of student affairs work on difference by Kathleen Manning](#)

From the Encyclopedia of Race and Racism

- [Overview of Racism](#)
- [Symbolic and Modern Racism](#)
- [Sports: Basketball](#)
- [Sports: Football](#)

- [Affirmative Action](#)
- [Education, Discrimination in Higher](#)

Film

Just Mercy
I Am Not Your Negro
Ethnic Notions

Theatres

Bijou Theater
Staub's Theatre/ Lyric Theatre
Tennessee Theatre
Roxy Theatre
Riviera Theatre
Gem Theatre
Booth Theatre
Pike Theatre/ Capri Theatre

Ted Talks/Webinars

Recommended by Haslam College of Business Diversity and Inclusion Resource Guide

- [Janet Stovall: How to get serious about diversity and inclusion in the workplace](#)
 - Imagine a workplace where people of all colors and races are able to climb every rung of the corporate ladder -- and where the lessons we learn about diversity at work actually transform the things we do, think and say outside the office. How do we get there? In this candid talk, inclusion advocate Janet Stovall shares a three-part action plan for creating workplaces where people feel safe and expected to be their unassimilated, authentic selves.
- [Melinda Epler: 3 Ways to be a better ally in the workplace](#)
 - We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances, says writer and advocate Melinda Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, Epler shares three ways to support people who are underrepresented in the workplace. "There's no magic wand for correcting diversity and inclusion," she says. "Change happens one person at a time, one act at a time, one word at a time."
- [Mellody Hobson: Color blind or color brave?](#)
 - The subject of race can be very touchy. As finance executive Mellody Hobson says, it's a "conversational third rail." But, she says, that's exactly why we need to start talking about it. In this engaging, persuasive talk, Hobson makes the case that speaking openly about race — and particularly about diversity in hiring -- makes for better businesses and a better society.
- [Michael Rain: What it's like to be the child of immigrants](#)
 - Michael Rain is on a mission to tell the stories of first-generation immigrants, who have strong ties both to the countries they grew up in and their countries of origin. In a personal talk, he breaks down the mischaracterizations and limited narratives of immigrants and shares the stories of the worlds they belong to. "We're walking melting pots of culture," Rain says. "If something in that pot smells new or different to you, don't turn up your nose. Ask us to share."
- [Morgana Bailey: The danger of hiding who you are](#)
 - Morgana Bailey has been hiding her true self for 16 years. In a brave talk, she utters four words that might not seem like a big deal to some, but to her have been paralyzing. Why speak up? Because she's realized that her silence has personal, professional and societal consequences. In front of an audience of her co-workers, she reflects on what it means to fear the judgment of others, and how it makes us judge ourselves.

Recommended by the Diversity Resource Guide

- PEN America https://pen.org/events-calendar/?pen_event_type=webinar
 - PEN America offers a wide variety of webinars surrounding harassment, xenophobia, and leadership.
- Diverse Health <http://divhealth.net/>

- They offer a variety of webinars on diversity and inclusion, most of which focus on the health of minority populations.
- [“On Diversity: Access Ain’t Inclusion”](#)
 - Anthony Jack
 - “Getting into college for disadvantaged students is only half the battle.” This talk dives into what schools can do differently if these students are to thrive. He urges us to grapple with a simple fact: access is not inclusion.
- [Diversity & Inclusion: Talking Change, Making Change](#)
 - Speaker discussed ways to make changes supporting diversity across college campuses.
- [Diversity in the Workplace: Creating a Positive Culture of Acceptance and Inclusion](#)
 - “Creating inclusive, diverse workplaces is more than just a “nice” thing to do. Studies show that diversity can increase innovation, performance and the bottom line.
 - One-hour video.

Interdisciplinary Professional Organizations

- Student Organizations:
 - The Asian American Association
 - The Asian American Association (AAA) functions as a voice and social support network for the Asian Americans on campus. Membership is not restricted to those of Asian descent and the organization welcomes all members of race, religion, or national origin to join.
 - Brothers United for Excellence
 - The organization promotes engagement, professionalism and leadership among the members. They provide the resources necessary to men of color to promote engagement on campus and in the surrounding communities. and provides resources to men of color at the University of Tennessee as well as the surrounding communities.
 - Latin American Student Organization
 - They exist to increase student’s awareness and interest in the Latin culture. They also promote volunteer activities in the Hispanic community and encourage diversity at the University of Tennessee.
 - Native American Student Association
 - Their purpose is to support the advancement of Native American students at the University of Tennessee as well as the Native American community. The organization welcomes all individuals at the University who are interested in learning about or teaching about Native cultures.

Blogs

More content on Diversity & Inclusion provided at <https://kgdiversity.com/blog/>.

- [The #MeToo Movement at Work: Moving forward together](#)
- [How Diversity and Inclusion Impact the bottom line and key performance metrics](#)
- [Understanding privilege: The Next D&I Challenge](#)

Podcasts

- [Women at Work](#)
- It's no surprise that women have to deal with a whole set of issues and double standards when it comes to the workplace. Launched in January 2018, this podcast tackles some of the thorniest issues around being a woman at work. Hosted by Amy Bernstein, Sarah Green Carmichael, and Nicole Torres from *Harvard Business Review*, this podcast hits upon all the topics impacting women at work today. The hosts bring in some of the leading experts on women's workplace issues to share their experiences and advice.
- [The Will to Change: Uncovering true stories of Diversity and Inclusion](#)
- Jennifer Brown is a well-known entrepreneur, speaker, author, and D&I expert. In her podcast series, *The Will to Change*, she offers up weekly inspiration through interviews with people from all walks of life. She talks with CEOs, authors, entrepreneurs, and other D&I practitioners for one-on-one sit-downs covering topics including engaging men as diversity champions, the business case for diversity and inclusion, employee networks or resource groups, and more.
- [Code Switch](#)
- Intersectionality refers to the complex ways that class, race, gender, ethnicity, and other aspects of identity overlap and affect people as individuals, and it's becoming increasingly focused on in workplaces. NPR's *Code Switch* is hosted by a team of journalists of underrepresented races and ethnicities who cover the topics of race, ethnicity, and culture. It is a poignant, fresh look at how these aspects of our identity play into our daily lives, in big ways and small.

Recommended by the Diversity Resource Guide

- On Being with Krista Tippett: Claudia Rankine "How Can I Say This So We Can Stay in This Car Together?" Claudia Rankine <https://onbeing.org/programs/claudia-rankine-how-can-i-say-this-so-we-can-stay-in-this-car-together-jan2019>
- The Diversity Gap <https://www.thediversitygap.com/>
 - The podcast provides the stories of individuals that are most impacted by diversity, equity and inclusion initiatives. It is led by Bethaney, a racial justice educator.
- Harvard Business Review: Women at Work <https://hbr.org/2018/01/podcast-women-at-work>
 - The hosts, Amy Bernstein and Amy Gallo. Together they discuss the role of women in the workplace.
- Therapy for Black Girls <https://therapyforblackgirls.com/podcast/>
 - The Therapy for Black Girls Podcast is a weekly conversation with Dr. Joy Harden Bradford, a Licensed Psychologist in Atlanta, Georgia, about all things mental health, personal development, and all the small decisions we can make to become the best possible version of ourselves.
- Women's Hour Daily: It brings across women's perspective and diverse voices in a non-stereotypical fashion talking about issues that matter most to women in life and in work, how we can talk to our children about race, and why it is very important to do so. This is a thoughtful podcast bringing experts and non-experts alike, and showcasing the bias that can exist, and how we can counter it.
- [Latinos Who Lunch](#): FavyFav and Babelito discuss issues related to intersectionality between

queer, Latinx, and Spanglish voices. So far they have approached a range of topics from food, identity to history. Intersectionality is something I feel can often be ignored in the discussion around diversity and inclusion, and podcasts such as this highlight how we can not treat an ethnicity or culture as a label, as there are myriad of experiences within those too. In a recent episode, the hosts have discussed decolonizing wealth, fat representation and shaming, and cultural appropriation. As per their website, the podcast's mission is "by maintaining visibility, accessibility and philosophy of de-centering white male dominating cultural practices at the core mission of their content, open a dialogue with their listeners about topics that many podcasts will not address." Their most recent episode about critically questioning some of the representations in popular media gives us a useful insight into sometimes representation is just not enough.

- [Identity Politics](#): This is a podcast that again brings a useful discourse and understanding of intersectionality, by focusing on new stories and perspectives about race, gender and Muslim life in America. Each episode addresses issues impacting lives as Muslims at the intersection of multiple identities. It is putting Muslim women and their stories in the limelight and changing the stereotypes and perceptions of Muslims. In the most recent episode, the hosts discuss sexuality and intimacy, topics that are often considered taboo. This podcast is not just for Muslim women as it really opened my eyes to some of the implicit stereotypes that I might have carried about a particular community based on their religious beliefs.
- [Queering Desi](#): This is a podcast that celebrates the unique experiences of South Asian LGBTQ+ people. Homosexuality is still stigmatized and considered taboo in the South Asian community. Once again, this is a podcast that highlights the intersectionality of experiences which are crucial to consider when implementing any diversity and inclusivity initiatives. Each week, a guest will chat with community activist and writer, Priya Arora, about their journey. This podcast is about identity, politics, and representation, and fostering a sense of pride in who you are as an individual.

Listserv

Dr. Andrea Aebersold at the University of California at Irvine:

https://docs.google.com/document/d/1AQ_R4RYF99wCQu-g3voubICEq7q0lLmGc4PCL1ceV7E/edit