

**DEI in the Workplace Certificate Course**  
**University of South Florida Muma College of Business**  
**RESOURCES**

**Stereotypes & Biases**

Books to read:

Kendi, Ibram X. 2019. *How to Be an Antiracist*. One World.

Herek, Gregory M. 1998. *Stigma and Sexual Orientation: Understanding Prejudice against Lesbians, Gay Men, and Bisexuals*. Psychological Perspectives on Lesbian and Gay Issues: V. 4. Sage Publications.

Stone, Dianna, Donna Blanceró, and Lois Tetrick. 2014. *Hispanic and Latin Americans in the Workplace*. Journal of Managerial Psychology: Volume 29, Issue 6: V.29.6. Emerald Group Publishing Limited.

Ismail, Suzy. 2011. *Nine to Five: Muslims in the Western Workplace*. Beltsville, Md.: Amana Publications.

Kermode, Jennie, and Jane Fae. 2017. *Transgender Employees in the Workplace: A Guide for Employers*. Jessica Kingsley Publishers.

Gregory, Raymond F. 2001. *Age Discrimination in the American Workplace: Old at a Young Age*. Rutgers University Press.

Susser, Peter. 2005. *Disability Discrimination and the Workplace*. Bureau of National Affairs.

Hartlep, Nicholas Daniel, Yoon K. Pak, and Robert T. Teranishi. 2013. *The Model Minority Stereotype: Demystifying Asian American Success*. Information Age Pub., Inc.

Tulshyan, Ruchika. 2016. *The Diversity Advantage: Fixing Gender Inequality In The Workplace*. CreateSpace Independent Publishing Platform.

**Academic articles to read:**

Bottom, William P., and Dejun Tony Kong. 2012. "The casual cruelty of our prejudices": On Walter Lippmann's theory of stereotype and its "obliteration" in psychology and social science. *Journal of the History of the Behavioral Sciences*, 48, 363-394.

- Devine, Patricia, Patrick S. Forscher, Anthony J. Austin, and William T. L. Cox. 2012. Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. *Journal of Experimental Social Psychology*, 48, 1267-1278.
- Ely, Robin, and Thomas, David. 2020. Getting serious about diversity: Enough already with the business case. *Harvard Business Review*, November-December, 115-122
- Kong, Dejun Tony, and Phillip M. Jolly. 2019. A stress model of psychological contract violation among ethnic minority employees. *Cultural Diversity and Ethnic Minority Psychology*, 25, 424-438.
- Livingston, Robert W. 2020 (September). How to promote racial equity in the workplace. *Harvard Business Review*. <https://hbr.org/2020/09/how-to-promote-racial-equity-in-the-workplace>.
- Ray, Victor. 2019 (November). Why so many organizations stay White. *Harvard Business Review*. <https://hbr.org/2019/11/why-so-many-organizations-stay-white>
- Sue, Derald Wing, Sarah Alsaïdi, Michael N. Awad, Elizabeth Glaeser, Cassandra Z. Calle, and Narolyn Mendez. 2019. Disarming racial microaggressions: Microintervention strategies for targets, White allies, and bystanders. *American Psychologist*, 74, 128-142.
- Thoroughgood, Christian N., Katina B. Sawyer, and Jennica R. Webster. 2020. Because you're worth the risks: Acts of oppositional courage as symbolic messages of relational value to transgender employees. *Journal of Applied Psychology*. Advance online publication.
- Webster, Jennica R., Gary A. Adams, Cheryl L. Maranto, Katina Sawyer, and Christian Thoroughgood. 2018. Workplace contextual supports for LGBT employees: A review, meta-analysis, and agenda for future research. *Human Resource Management*, 57, 193-210.
- Williams, Monnica T. 2020. Microaggressions: Clarification, evidence, and impact. *Perspectives on Psychological Science*, 15, 3-26.

Title VII: <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>

Quiz: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/quiz/Pages/quiz-unconscious-bias.aspx>

TED Talks:

[https://www.ted.com/talks/sejal thakkar the pain power and paradox of bias](https://www.ted.com/talks/sejal_thakkar_the_pain_power_and_paradox_of_bias)

[https://www.ted.com/talks/valerie alexander how to outsmart your own unconscious bias](https://www.ted.com/talks/valerie_alexander_how_to_outsmart_your_own_unconscious_bias)