

Suggested Books on Leading Diversity in Organizations

by Katherine Phillips, the Reuben Mark Professor of Organizational Character at Columbia Business School

Allport, Gordon W. (1979; 1954). *The Nature of Prejudice: 25th Anniversary Edition*. Basic Books Publishing.

Bazerman, Max & Tenbrunsel, Ann. (2011). *Blind Spots: Why We Fail to Do What's Right and What to Do About It*. Princeton University Press.

Bohnet, Iris. (2016). *What Works: Gender Equality by Design*. Belknap Press: An Imprint of Harvard University Press.

Bonilla-Silva, Eduardo. (2017). *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Equality in the US*. Rowman & Littlefield Publishers.

Chugh, Dolly. (2018). *The Person You Mean to Be: How Good People Fight Bias*. Harper Business Publishing.

Davidson, Martin. (2011). *The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed*. Berrett-Koehler Press, San Francisco, CA.

Ditomaso, Nancy. (2013). *The American Non-Dilemma: Racial Inequality Without Racism*. Russell Sage Foundation.

Dobbin, Frank. (2011). *Inventing Equal Opportunity*. Princeton University Press.

Donovan, Rich (2018). *Unleash Different: Achieving Business Success Through Disability*. ECW Press.

Goffman, Erving. (1959). *The Presentation of Self in Everyday Life*. Anchor Publishing.

Kanter, Rosabeth Moss. (1993). *Men and Women of the Corporation* (2nd Edition). Basic Books Publishing.

Kay, Katty & Shipman, Claire. (2014). *The Confidence Code: The Science and Art of Self-Assurance – What Women Should Know*. Harper Business.

Meers, Sharon & Strober, Joanna (2009). *Getting to 50/50: And Why It's Great for your Marriage, Your Career, Your Kids...and YOU*. Bantam Books.

Murrell, Audrey J. & Blake-Beard, Stacy. (2017). *Mentoring Diverse Leaders: Creating Change for People, Processes, and Paradigms*. Routledge Taylor & Francis Group.

Page, Scott E. (2017). *The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy*. Princeton University Press.

Sonnenschein, William. (1999). *The Diversity Toolkit: How You Can Build and Benefit from a Diverse Workforce*. McGraw-Hill Education.

Steele, Claude M. (2011). *Whistling Vivaldi and Other Clues to How Stereotypes Affect Us*. W.W. Norton & Company.

Sunstein, Cass R. (2005). *Why Societies Need Dissent*. Harvard University Press.

Tapia, Andres. (2016). *The Inclusion Paradox, 3rd Edition: The Post-Obama Era and The Transformation of Global Diversity*. CreateSpace Independent Publishing Platform.

Tatum, Beverly Daniel. (2017; 2003). *Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race*. Basic Books Publishing.

Thomas, David A. (1999). *Breaking Through: The Making of Minority Executives in Corporate America*. Harvard Business Press.

Yoshino, Kenji (2007). *Covering: The Hidden Assault on our Civil Rights*. Random House Trade Paperbacks.