

Resources and Readings for the Inclusion Competencies Inventory (ICI)



Resources and Readings for the ICI

Resources

Peanut Butter and Jelly (video on unconscious bias versus racism) (New York Times)

<https://www.nytimes.com/video/us/10000004818663/peanut-butter-jelly-and-racism.html>

The Danger of a Single Story (TED Talk by Chimamanda Ngozi Adichie)

<https://www.youtube.com/watch?v=D9lhs24Izeg>

Race: The Power of an Illusion (PBS Interactive Website)

https://www.pbs.org/race/002_SortingPeople/002_00-home.htm

It's Time to Address the Role of Implicit Bias within Health Care Delivery

<https://www.healthaffairs.org/doi/10.1377/hblog20200108.34515/full/>

As a Black ER Doctor, I See Racism Every Day. It Doesn't Have to Be That Way.

<https://www.washingtonpost.com/lifestyle/2020/06/11/let-me-explain-racism-i-face-an-er-doctor-protests-give-me-hope/>

An Open Letter to Meyers Leonard <https://sports.yahoo.com/julian-edelman-writes-open-letter-192002614.html>

Selected Research References

Bennett, J. M. (2014). Intercultural competence: Vital perspectives for diversity and inclusion. *Diversity at work: The practice of inclusion*, 155-176.

Ely, R. J., Meyerson, D. E. & Davidson, M. N. (2006). Rethinking political correctness. *Harvard Business Review*, (Sept), 1-13.

Ferdman, B. M., & Sagiv, L. (2012). Diversity in organizations and cross-cultural work psychology: What if they were more connected? *Industrial and Organizational Psychology*, 5(3), 323-345.

Jonsen, K., Maznevski, M. L., & Schneider, S. C. (2011). Special review article: Diversity and its not so diverse literature: An international perspective. *International Journal of Cross Cultural Management*, 11(1), 35-62.

Paluch, R., Nishii, L., Khattab, J., & Shemla, M. (2017). A multi-level process model for understanding diversity practice effectiveness. *Academy of Management Annals*.
Published Online: 30 Oct 2017 <https://doi.org/10.5465/AMBPP.2017.293>

Leslie, L. M. (2017). Diversity initiative effectiveness: A typological theory of unintended consequences. *Academy of Management Review*, 44(3), 538-563.

Romani, L. & Holgerson, C. (2020). Cross-cultural and diversity management intersecting in global diversity management. In Szkudlarek, B., Romani, L., Caprar, D. & Osland, J. (Eds.), *The SAGE Handbook of Contemporary Cross-Cultural Management*. Beverly Hills, CA: Sage. Pp. 255-269.