

General reading:

A Quick and Easy Guide to They/Them Pronouns. Archie Bongiovanni and Tristan Jimerson. Limerick Press, June 2018. See also their interview on the Powell's Book Blog, at <https://www.powells.com/post/lists/six-tips-to-make-your-workplace-more-inclusive-for-non-binary-individuals>

Big Magic by Elizabeth Gilbert - <https://www.elizabethgilbert.com/>

Blind Spot: Hidden Biases of Good People, Mahzarin R. Banaji and Anthony G. Greenwald. February 2013. <https://goo.gl/xMWxsM>

Driven by Difference: How Great Companies Fuel Innovation Through Diversity. David Livermore, Ph.D. AMACOM, February 17, 2016. <https://goo.gl/DvftVD>

Everyday Bias: Identifying and Navigating Unconscious Judgements in Our Daily Lives. Howard J. Ross. Rowman & Littlefield, September 2014. <https://amzn.to/2CPw99w>

Feminist Fight Club: An Office Survival Manual for a Sexist Workplace, Jessica Bennett. September 2016. <https://goo.gl/u9N5V9>

Harvard Kennedy School's Women and Public Policy Program's Gender Action Portal is a clearinghouse for academic articles that provides scientific evidence—based on experiments in the field and in the laboratory—on the impact of policies, strategies and organizational practices aimed at closing gender gaps in the areas of economic opportunity, politics, health, and education to help translate research into action and take successful interventions to scale. (their language) <http://gap.hks.harvard.edu/>

Inclusion Dividend: Why Investing in Diversity and Inclusion Pays Off. Mark Kaplan. Routledge, June 7, 2013. <https://goo.gl/AQU57f>

Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation. Derald Wing Sue. Wiley, March 8, 2010. <https://goo.gl/7CjTdb>

Project Include has a variety of resources and recommendations for companies and startups at a range of sizes and scales. While focused on the tech industry, their work is comprehensive and applicable to themed entertainment. <http://projectinclude.org/>

Reset: My Fight For Inclusion and Lasting Change, Ellen Pao. Spiegel & Grau, September 19, 2017. <https://goo.gl/9sZzht>

So You Want To Talk About Race. Ijeoma Olou. Seal Press, January 2018. <https://amzn.to/2P9bp20>

Ten examples of gender bias you may encounter in the workplace, Jack Wallen. Tech Republic, May 7, 2015. <https://goo.gl/P32sXw>

Ten sexist scenarios that women face at work. Laura Bates. The Guardian, July 30, 2014. <https://goo.gl/cnXHCD>

What Gender Barriers Do Millennial Women Face in the Workplace? Kaytie Zimmerman, Forbes, August 18, 2016 <https://goo.gl/KYsGga>

When Talking About Bias Backfires. Adam Grant and Sheryl Sandberg. The New York Times, December 6, 2014. <https://goo.gl/YKgT4V>

The Cost of the Closet and the Rewards of Inclusion: Why the Workplace Environment for LGBT People Matters to Employers. Deena Fidas and Liz Cooper. The Human Rights Campaign Foundation Workplace Equality Program. <https://bit.ly/2PF0dHJ>

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do. Claude Steele. W.W. Norton & Company, April 2010. <https://amzn.to/2PFP4X8>

Job postings/Recruitment/Hiring

Project Include's guidelines on hiring: <http://projectinclude.org/hiring#>

10 Interview Questions to Determine If a Company Is As Inclusive As It Claims, Emily Moore. Fast Company, February 23, 2017. <https://goo.gl/DGgFdu>

Hiring Toolkit, Faculty of Arts and Sciences, Harvard University. <https://goo.gl/RLXwSx>

How To Increase Workplace Diversity. The Wall Street Journal. <https://goo.gl/tuuYZ7>

Rethinking Hiring: Walking the Walk. Elizabeth Merritt. The Center for the Future of Museums blog. AAM July 7, 2016. <https://goo.gl/DFsg7R>

The Labor of Diversity. Nicole Ivy, Ph.D. Museum (AAM). January/February 2016. <https://goo.gl/STqE1J>

Why Women don't Apply for Jobs Unless They're 100% Qualified, Tara Sophia Mohr. Harvard Business Review, August 25, 2014 <https://goo.gl/HgrtGT> (paywall)

Evidence That Gendered Wording in Job Advertisements Exists and Sustains Gender Inequality, Danielle Gaucher, Justin Friesen, and Aaron C. Kay. Journal of Personality and Social Psychology, January 2011. <http://gap.hks.harvard.edu/evidence-gendered-wording-job-advertisements-exists-and-sustains-gender-inequality>

Experience a More Human Workplace: MetLife's 16th Annual U.S. Employee Benefit Trends Study. MetLife. 2018. https://benefittrends.metlife.com/us-perspectives/ebts2018/assets/files/2018_ML_EBTS.pdf

How To Take Gender Bias Out Of Your Job Ads. Carmen Nobel. Forbes, December 14, 2016. <https://bit.ly/2CphHnH>

<http://gender-decoder.katmatfield.com/> Free site based on above study that parses ads for gendered language.

<https://www.bbc.com/news/technology-45569227> ACLU suit alleging Facebook was targeting men only for specific jobs. TBD, still evolving. Good points in this piece about not only excluding women, but if social media targets men OR women, it leaves out anyone who identifies (as Facebook allows) as nb or elects to not disclose gender.

"Only Men Need Apply" Gender Discrimination in Job Advertisements in China. Brian Stauffer for Human Rights Watch. April 23, 2018

<https://www.hrw.org/report/2018/04/23/only-men-need-apply/gender-discrimination-job-advertisements-china>

Watch Your (Gender) Tone. July 18, 2017. Tim Halloran. Textio Blog.

<https://textio.ai/watch-your-gender-tone-2728016066ec> (Textio is a paid platform that can evaluate the language in your job ads for gender tone and other things)

9 Ways to Remove Gender Bias From Interviews. Glassdoor. May 16, 2017.

<https://www.glassdoor.com/employers/blog/9-ways-to-remove-gender-bias-from-interviews/>

Total Compensation (Salary, Benefits, Perks, Workplace)

5 Employee Perks Every Small Business Should Be Offering. Workopolis. July 6, 2017. <https://hiring.workopolis.com/article/5-employee-perks-every-small-business-offering/>

5 Things About Offering Part-Time Employees Benefits. Paychex. March 21, 2018. <https://www.paychex.com/articles/employee-benefits/5-things-about-offering-benefits-for-part-time-employees>

10 Companies With Amazing Benefits For Part-Time Employees. Peter Jones. The Job Network, <https://www.thejobnetwork.com/10-companies-amazing-benefits-part-time-employees/>

12 things employers can do to improve gender equality at their workplace. Oliver Staley. Quartz. June 22, 2016. <https://goo.gl/CMfjX4>

As Women Take Over a Male-Dominated Field, the Pay Drops. Claire Cain Miller. The New York Times. March 18, 2016. <https://goo.gl/7wbmKn>

The abrasiveness trap: High-achieving men and women are described differently in reviews. Kieran Snyder. Fortune, August 26, 2014. <https://goo.gl/Sq1GL3>

Bias Suit Could Boost Pay, Open Promotions For Women At Google. Nitasha Tiku. Wired. September 14, 2017. <https://goo.gl/azctEU>

Finally, More Women Are Asking For Raises, But There's a Catch. Michelle Ma. The Wall Street Journal. October 10, 2017 <https://goo.gl/UoiEij>

Fresh Evidence of Gender Bias in Pay Practices. David McCann. CFO.com. October 16, 2018. <http://ww2.cfo.com/compensation/2018/10/fresh-evidence-of-gender-bias-in-pay-practices/>

The Legal Requirements of Offering Part-time Employees Benefits. Tess Taylor. The Balance Careers, June 3, 2018. <https://www.thebalancecareers.com/part-time-employee-benefits-4059873>

Navigating Nonbinary Gender Employee Needs: It's More Than Bathrooms. Marcy Klipfel. Forbes, May 17, 2018. <https://bit.ly/2yFwKG0>

The new subtle sexism towards women in the workplace, Eric Jaffe. Fast Company. June 2, 2014. <https://goo.gl/3MM3P1>

Nice Girls Don't Ask. Linda Babcock, Sara Laschever, Michele Gelfand, and Deborah Small. Harvard Business Review. October, 2003. <https://hbr.org/2003/10/nice-girls-dont-ask>

The new subtle sexism towards women in the workplace, Eric Jaffe. Fast Company. June 2, 2014. <https://goo.gl/3MM3P1>

These Are The Best Employee Benefits and Perks. Lydia Dishman. Fast Company. February 3, 2016.
<https://www.fastcompany.com/3056205/these-are-the-best-employee-benefits-and-perks>

Top 20 Employee Benefits and Perks for 2017. Glassdoor. February, 2017.
<https://www.glassdoor.com/blog/top-20-employee-benefits-perks-for-2017/>

Transgender-Inclusive Benefits: Are My Employer's Benefits Inclusive? Human Rights Campaign.
<https://www.hrc.org/resources/transgender-inclusive-benefits-are-my-employers-benefits-inclusive>

Transgender-Inclusive Benefits For Employees and Dependents. Human Rights Campaign.
<https://www.hrc.org/resources/transgender-inclusive-benefits-for-employees-and-dependents>

Your Benefits Can Reduce Gender Inequality in the Workplace. Anthony Jeanetta. The Olson Group (blog). April 4, 2017. <https://goo.gl/8mkyQn>

Additional Reading

How Not To Be ‘Interrupted’ In Meetings, Jessica Bennett, Time Magazine, January 20, 2015. <https://goo.gl/svmwst>

Quiet: The Power of Introverts in a World That Can’t Stop Talking. Susan Cain. Crown. January 24, 2012. <https://goo.gl/R6uAX8>

Speaking While Female, Sheryl Sandberg and Adam Grant. The New York Times, January 12, 2015. <https://goo.gl/tMLe5r>

Why Women Apologize More Than Men: Gender Differences in Thresholds For Perceiving Offensive Behavior, Karina Schumann and Michael Ross. Psychological Science, Volume 21: Issue 11. September 20, 2010. <https://goo.gl/NPKc19>

Are After-Work Drinks A Conspiracy Against Women?, Lauren Collins. The New Yorker, September 6, 2016. <https://goo.gl/5PZLG5>

15 Microaggressions Women Face On a Daily Basis, Because They All Add Up To an Unequal Society, Suzannah Weiss. Bustle, October 26, 2015. <https://goo.gl/qWR8fD>

The Power Of Spoken Words, Dr. Hyder Zahed. Huffpost, February 13, 2015. <https://goo.gl/REnyao>

Things You Think Aren’t Sexist But Really Are. Ruth Burr. Blog. March 25, 2013. <https://goo.gl/Sppmbp>

Violence Against Women: It’s a Men’s Issue. Jackson Katz. TED Talks. Originally filmed November, 2012. <https://goo.gl/LgWdhn> See also Valentina Katz’ Fortune Article about his language flip with regards to sexual violence against women, at <https://goo.gl/XGhJuv> Both have discussions regarding gendered language and its impact. (Content warning for both references)

Women Bosses More Likely To Be Called ‘Bitchy’, ‘Emotional’, and ‘Bossy’, Hazel Sheffield. The Independent. March 6, 2015. <https://goo.gl/hS7Wbk>

Almost Every Transgender Employee Faces Harassment or Mistreatment on the Job, Study Shows. Christianna Silva. Newsweek, November 29, 2017. <https://www.newsweek.com/transgender-employees-experience-harassment-job-726494>

Working For Inclusion. U.S. Commission on Civil Rights. November 29, 2017. Briefing report regarding the status of LGBT Americans in the workplace. https://www.usccr.gov/pubs/docs/LGBT_Employment_Discrimination2017.pdf