

Diversity Equity Inclusion Digital Reading List - 16 October 2023	Ruzbacky	Category
A Total Guide to Accessible Colors [Including Palettes & Templates]		Accessibility
E.ON Accessible-and-inclusive-Teams-and-hybrid-staff-meetings		Accessibility
Human Rights Commission report into age discrimination - COTA Australia		Age
Inter-generational Diversity within the Workplace		Age
Intergenerational Diversity and Exclusion - lifting the cloak of invisibility (Jun 2019)		Age
Leaning In – At Last		Age
Managing Intergenerational Tensions		Age
Meet Dave and Carlos - Ageing Workforce Ready		Age
Older workers fall victim to ‘grey ceiling’ discrimination		Age
The economic impact of ageism		Age
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6 Ways to Foster Belonging in the Workplace - Culture Amp		Belonging
Belonging at work: The top driver of employee engagement		Belonging
Belonging by Tom Verghese - Cultural Synergies		Belonging
Elevating the Workforce Experience: The Belonging Relationship - How a sense of belonging enhances the workforce experience		Belonging
Looking at inclusion through the lens of exclusion		Belonging
The Value of Belonging at Work		Belonging
Beyond CALD: what lies behind the labels		Cultural Diversity
CALD: Why some say this label is failing Australians		Cultural Diversity
Cultural Diversity In Government Part II – Backwards To Australia		Cultural Diversity
Dismal' lack of cultural diversity in leadership sparks call for targets		Cultural Diversity
I want to be a leader but I am not white and named Andrew		Cultural Diversity
Leading for Change: A Blueprint for Cultural Diversity and Inclusive Leadership Revisited (2018)		Cultural Diversity

Migrant skill mismatch costing the country \$6 billion a year	Cultural Diversity
The 'Culturally and Linguistically Diverse' (CALD) label: A critique using African migrants as exemplar	Cultural Diversity
Truth Be Told (No) Cultural Diversity on Australian Boards	Cultural Diversity
Why 'culturally and linguistically diverse' has had its day	Cultural Diversity
Would we be better off without the acronym CALD?	Cultural Diversity
12 Steps to Diversity Recovery	DEI
3 Small Ways to Be a More Inclusive Colleague	DEI
Ally, Advocate and Activist: understanding who we are in the world demanding change	DEI
Are Your Diversity Efforts Othering Underrepresented Groups?	DEI
Building trust and respect through personal connection and vulnerability (Oct 2021)	DEI
Council Perspectives: Insights from The Conference Board Council on Workforce Diversity	DEI
Creating a Competency Model for Diversity and Inclusion Practitioners	DEI
Diverse Teams Feel Less Comfortable — and That's Why They Perform Better	DEI
Diversity & Inclusion - Resisting the temptation for quick fixes (Jul 2018)	DEI
Do you have a strong business case for D&I? 40 sources that will definitely help	DEI
EEON August Event - Radically Rethinking Diversity and inclusion	DEI
Eight Simple Diversity Data Exercises	DEI
Eight simple diversity data exercises from a DEI practitioner and analytical chemist (Aug 2022)	DEI
Enabling the Diversity and Inclusion Practitioner - current challenges to our profession (Oct 2017)	DEI
Fixing the Flawed Approach to Diversity	DEI
Getting Over Your Fear of Talking About Diversity	DEI
How to Be an Inclusive Leader Through a Crisis	DEI
How to define diversity, equity, and inclusion at work	DEI
How to Develop Inclusive Leaders	DEI
Is DEI Anti White	DEI
Issues in Measuring and Reporting Diversity	DEI
Jobs in Diversity, Inclusion and Belonging Have Risen 123% Since May—Here's How To Get One	DEI

Leading Diversity & Inclusion work with Optimism in a time of uncertainty (Feb 2022)	DEI
McKinsey and World Economic Forum Centre for the New Economy and Society - Global Parity Alliance: Diversity, Equity and Inclusion Lighthouses 2023 INSIGHT REPORT JANUARY 2023	DEI
Microsoft Global Diversity & Inclusion Report 2020	DEI
Navigating inclusion as a leader: lessons from the Inclusive Leadership Compass	DEI
Radically Rethinking Diversity and Inclusion - EEON Event	DEI
Respect@Work - Creating safe, inclusive and respectful workplaces	DEI
Smoke and Mirrors: The state of diversity, inclusion and belonging in Australian workplaces	DEI
Taking bold action for equitable outcomes	DEI
The diversity and inclusion revolution: Eight powerful truths	DEI
The evolution of Diversity & Inclusion practice during C....19? (Aug 2022)	DEI
The Failure of the DEI-Industrial Complex	DEI
The Five Stages of DEI Maturity	DEI
The Root Cause Of Diversity, Equity And Inclusion Burnout, And How To Fight It	DEI
The Trouble With Inclusion - Peter Slatin	DEI
To Sustain DEI Momentum, Companies Must Invest in 3 Areas	DEI
Tone policing is a little-known microaggression that's common in the workplace — here's how to identify it	DEI
What's the Difference? DEI vs EDI vs DEIA vs DEIB vs JEDI	DEI
Where Do Justice And Liberation Fit Into Diversity, Equity, And Inclusion?	DEI
Why the Head of Diversity is the Job of the Moment	DEI
Why we're failing diversity if we don't include diverse viewpoints	DEI
Eight Simple Diversity Data Exercises	DEI Data
Eight simple diversity data exercises from a DEI practitioner and analytical chemist	DEI Data
How can HR translate diversity data insights into action?	DEI Data
Issues in Measuring and Reporting Diversity	DEI Data
12 Ways CEOs And Companies Fail Chief Diversity Officers	DEI Management

Australia leads for diversity & inclusion roles in the APAC region	DEI Management
Beyond lip service: tracking the impact of the gender diversity gap	DEI Management
Chief Diversity Officer Demographics and Statistics [2023]: Number Of Chief Diversity Officers In The US	DEI Management
Chief Diversity Officers Beware - Is that VIP title and matching salary worth the headache?	DEI Management
D&I Leaders global benchmarking survey and report	DEI Management
Diversity Fatigue: What It Is and Why It Matters	DEI Management
Having a clear narrative and rationale when talking with executives about diversity (Nov 2016)	DEI Management
Jobs in Diversity, Inclusion and Belonging Have Risen 123% Since May—Here’s How To Get One	DEI Management
MBA Diversity, Equity & Inclusion (DEI) Major	DEI Management
The business case for inclusion and diversity is growing stronger than ever	DEI Management
The diversity backlash is underway. Here’s how to resist it	DEI Management
The head of DEI should not report to HR	DEI Management
The Red Flags of DEI Jobs	DEI Management
There's a lack of diversity in Australian leadership roles. These experts are trying to fix that	DEI Management
What happened to companies commitment to DEI?	DEI Management
Why Business Leaders Are Pulling The Plug On DEI	DEI Management
DEI Maturity Model - Edith Cowan University	DEI Maturity Model
Ableism and disablism – how to spot them and how we can all do better	Disability
Banning straws might be good for the planet – but bad for people with disability or swallowing problems. What is 'eco-ableism'?	Disability
BCA report on improving employment outcomes for people with disability: galvanising for action	Disability
Building diversity from adversity - Christina Ryan	Disability
Disability pay and employment gaps 2020	Disability
Don't drink? Have a disability? What to do when you're left out at workplace events	Disability
EEON: Matt parker Short Video	Disability
Enabling Change Getting to Equal 2020: Disability Inclusion	Disability

Getting To Equal : The Disability Inclusion Advantage	Disability
Impostor Syndrome, Stereotype Threat and Disabilities	Disability
My Dyslexic evolution from struggles to strengths	Disability
My Dyslexic evolution, part 2	Disability
Negotiating the barriers to employment for people with disability	Disability
Negotiating the barriers to employment for people with disability	Disability
Not all disabilities are visible	Disability
The Case for Improving Work for People with Disabilities Goes Way Beyond Compliance	Disability
The Greatest - Apple	Disability
Understanding Disability	Disability
What can make the world of work wonderful?	Disability
Seen But Not Heard: There are families in family violence	Domestic Violence
Below the poverty line: The real cost of being a university student	Education
Study finds half of university students want to drop out	Education
Career unicorns spark your joy	Employment
Social Mobility Commission - Cross-Industry Toolkit	Employment
The world as we know it is ending. Why are we still at work?	Employment
Accelerating Change on Flexible Ways of Working - Male Champions of Change	Flexibility
Flexible working and the pandemic: more than just working from home	Flexibility
How email culture is failing women at work	Flexibility
Productivity with flexibility: the 'silver lining' of the new workplace	Flexibility
Reimagining the office and work life after COVID-19	Flexibility
Working during the Pandemic: From resistance to revolution?	Flexibility
Working From Home? 12 Guides To Help Navigate The Remote Life	Flexibility

30 critiques holding women back from leadership that most men will never hear	Gender
A woman of color cannot save your workplace culture	Gender
An infamous Spanish kiss overshadowed meritorious women doing their job - can you believe it?	Gender
Australia's gender equality scorecard - November 2020	Gender
Baseline report - 2021 workplace gender audit data analysis	Gender
CEW Senior Executive Census 2022	Gender
Cultural Diversity Pay Gap Report	Gender
Dr Niki Vincent/Just Begin the Change	Gender
Engaging with the backlash towards gender equity initiatives - insights from a male D&I practitioner (Nov 2018)	Gender
Frustration and fatigue': Public sector leads charge on gender equality at work	Gender
Gender Equity - Western Sydney University	Gender
GENDER EQUITY AND INCLUSION BY DESIGN - A toolkit for the Australian university sector 2022.	Gender
Gender Pay Equity - Western Sydney University	Gender
Gender Pay Gap: focus on fixing the infrastructure	Gender
Gender: Key success strategies - Jason Teoh	Gender
How Can Universities Contribute to Gender Equality?	Gender
How many people to implement a gender equity plan - at least five people (Dec 2022)	Gender
How Men Can Become Better Allies to Women	Gender
International Women's Day 2021 - have the men shown up this year? (Mar 2021)	Gender
Jack and Jill and the Feminine Filter and Masculine Mantra	Gender
Measure for Measure: Gender Equality in Australia	Gender
Men building gender equality: A guide to XY's content	Gender
Men still hold 9 in 10 CEO roles at Australia's largest companies	Gender
Pronouns: Compulsion and Controversy	Gender
Pronouns: Compulsion and Controversy	Gender
Shades of 'they': Mansplaining pronouns for obstinate blokes	Gender
Stoic and masculine: how the 'tough man' stereotype hurts men as well as women	Gender

The myth of merit and unconscious bias	Gender
To advance equality for women, use the evidence	Gender
Victoria shows power of mandatory workplace gender equality auditing with first figures released	Gender
Western Sydney University - Vice-Chancellor's Statement on Gender Equality	Gender
WGEA reports a 20.1% gender pay gap. And not enough being done to close it	Gender
WGEA Scorecard 2022: The state of gender equality in Australia	Gender
What standards will the PM set?	Gender
Who is a real man? Most Australians believe outdated ideals of masculinity are holding men back	Gender
Women in the Workplace - 2022	Gender
Women's mental health in the context of COVID-19	Gender
You can't hide from the numbers: Australian women earn less than men in any job	Gender
Domestic violence surging amid COVID-19 lockdowns, research shows	GDomestic Violence
Victoria's overarching inclusion framework: Ending family violence - Victoria's 10-year plan for change	Government Policy
Victoria's overarching inclusion framework: Gender Equality Act 2020	Government Policy
Victoria's overarching inclusion framework: Gender Equality Action Plans 2021	Government Policy
Victoria's overarching inclusion framework: Inclusive Victoria: state disability plan 2022–2026	Government Policy
Victoria's overarching inclusion framework: Multicultural policy statement	Government Policy
Victoria's overarching inclusion framework: Our promise, Your future: Victoria's youth strategy 2022–2027	Government Policy
Victoria's overarching inclusion framework: Pride in our future: Victoria's LGBTIQ+ strategy 2022–2032	Government Policy
Victoria's overarching inclusion framework: Safe and strong: A Victorian Gender Equality Strategy	Government Policy
Victoria's overarching inclusion framework: Sex Discrimination and Fair Work (Respect at Work) Amendment Bill 2021	Government Policy
Victoria's overarching inclusion framework: Victorian Aboriginal Affairs Framework 2018-2023	Government Policy
Inclusive Language Guide (Oxfam)	Inclusive language guide
Inclusive Workplace Toolkit (Hue)	Inclusive language guide

Aboriginal deaths in custody reflect the poor health of Australia's democracy	Indigenous
Addressing deficit reporting is more than just telling positive stories	Indigenous
Australian Institute of Aboriginal and Torres Strait Islander Studies	Indigenous
Blak, Black, Blackfulla: Language is important, but it can be tricky	Indigenous
Closing the First Nations employment gap will take 100 years:	Indigenous
First Nations Women who have blazed a trail & those who are keeping the flame alive	Indigenous
Gari Yala (Speak the Truth): Centring the experiences of Aboriginal and/or Torres Strait Islander Australians at work	Indigenous
Hugely disappointing': Indigenous employees 'almost entirely absent' from senior leadership, report finds	Indigenous
Indigenous Employment Index	Indigenous
Overcoming Indigenous Disadvantage: Key Indicators 2020	Indigenous
Reconciliation Australia - 20 Actions for Reconciliation	Indigenous
Reconciliation: Moving beyond Acknowledgement of Country	Indigenous
Removing barriers to Aboriginal employment	Indigenous
Rethinking Criminal Record Checks	Indigenous
Stan Grant 2023	Indigenous
Survival Day	Indigenous
There have never been just black people in Australia	Indigenous
Tokenised, silenced': new research reveals Indigenous public servants' experiences of racism	Indigenous
Truth-telling paves the way to a brighter future - Ian Hamm	Indigenous
Uluru Statement from the Heart	Indigenous
Uluru Statement from the Heart awarded 2021 Sydney peace prize	Indigenous
We are on the brink of losing Indigenous languages in Australia – could schools save them?	Indigenous
What can we learn from the marriage equality vote about supporting First Nations people during the Voice debate?	Indigenous
Who Gets to Tell Australian Stories?	Indigenous
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5 ways intersectionality affects diversity and inclusion at work	Intersectionality
An Intersectional Approach to Inclusion at Work	Intersectionality
Charles Sturt University - Graduate Certificate in Intersectionality, Diversity & Inclusion	Intersectionality

Culturally and racially marginalised (CARM) women in leadership	Intersectionality
Does intersectionality pose a problem for human rights?	Intersectionality
The Urgency of Intersectionality by Kimberle Crenshaw:	Intersectionality
The intersectionality wars	Intersectionality
Unlocking EDI Engagement: The Power of Intersectionality and Human Connection in the Workplace	Intersectionality
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A holiday whiskey commercial is going viral for its heartwarming message — and surprising twist	LGBT
Rainbow Network Zoom Backgrounds	LGBT
Writing themselves in publications (four)	LGBT
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Danny Taylor Smith - Support, synergy and success on the autism spectrum	Neurodiversity
Matt Parker on Neurodiversity	Neurodiversity
Neurodiversity in the workplace: Why it matters	Neurodiversity
What is neurodiversity?	Neurodiversity
Why It Is Essential To Understand Brain Diversity In The Workplace	Neurodiversity
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Some basic Pay Equity analysis for Diversity , Equity and Inclusion Practitioners	Pay Equity
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Anti-Racism: Why Your DEI Agenda Will Never Be A Success Without It	Race
Are All White People Privileged?	Race
Black employees say ‘performative allyship’ is an unchecked problem in the office	Race
Chopping down the bamboo ceiling - Julie Chai	Race
Collingwood racism report should have led to real consequences. Instead, it became a sideshow	Race
Courageous Conversations About Race Compass	Race
Courageous Conversations About Race protocol overview	Race
Dai Le likens Covid lockdowns in western Sydney to ‘communist dictatorship’ in first speech	Race
Duleesha says she was asked to change her name to something 'more Australian' at work. She's not alone	Race
EEON October 2021 Event: Antiracism for Racial Equity. From Conversation to Action	Race

For eight years I've served Australia. The racist hate and disgusting abuse still crushes me - Mehreen Faruqi	Race
From #Blacklivesmatter To Real Workplace Change	Race
Glossary of terms relating to ethnicity and race: for reflection and debate	Race
How to have courageous conversations about race	Race
Let's Talk About When Black People are Called Racists - Breaking down the myth of reverse racism	Race
Meet Rebecca Stevens Alder, Anti-Racism Writer	Race
Peter Mousaferiadis - Diversity and Inclusion in Asia Network (DIAN) Conference	Race
Quiet Quitting Isn't Really A Thing Among Black Workers	Race
Race in the workplace: The Black experience in the US private sector	Race
Race Is a Social Construct, Scientists Argue	Race
Race vs. Ethnicity vs. Nationality: All You Need to Know	Race
Racism 101: Microaggressions	Race
Racism. It Stops With Me – Ask yourself the hard questions	Race
Racism. It Stops With Me – Ask yourself the hard questions	Race
Racism. It Stops With ME : Workplace Cultural Diversity Tool	Race
Reflections on the Multicultural Framework Review, Written to the Australian Government - Department of Home Affairs	Race
Stand by me Reg Amoah Diversity & Inclusion Advisor at Norton Rose Fulbright	Race
Taboos and Trepidation: How to be Colour Brave and Support Cultural Diversity at Leadership in Australia	Race
The Four Agreements of Courageous Conversations Glenn Singleton	Race
The Relentlessness of Black Grief	Race
The Sugarcoated Language Of White Fragility	Race
VANISHING WOMEN: Why Senior Women of Colour are Fleeing the Corporate World	Race
We change our mind when we want to change our mind - Jane Lewis	Race
Why DEI And Anti-Racism Work Needs To Decenter Whiteness	Race
Yes, Black People Stories Are "In" Right Now, But Listening Is Only Half The Work	Race
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Equity Diversity Inclusion: Action Toolkit for Organizations	Racial Equity

Broken Ladders: The Myth of Meritocracy for Women of Colour in the Workplace The Fawcett Society	Race/Gender
Most women of colour 'hide' their heritage due to UK workplace racism	Race/Gender
Sixty percent of women of colour in Australia experience workplace discrimination, survey finds	Race/Gender
Women from diverse backgrounds face leadership barriers	Race/Gender
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Proud 2 Play: 2022 impact Report	Recreation & Sport
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Discover Victoria's diverse population	Reference Data
Victoria - 2021 Census All persons QuickStats	Reference Data
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Darlington Statement on Intersex	Sexuality
LGBTI Housing & Homelessness Projects	Sexuality
LGBTIQ disability self-advocacy : A report on the results of a survey of LGBTIQ people living with disability in Victoria	Sexuality
My own death felt preferable to anyone discovering I was gay - Dan Palmer	Sexuality
Private Lives 3: The Health and Wellbeing of LGBTIQ People in Australia	Sexuality
The Australian media's portrayal of trans people is a betrayal of their human rights	Sexuality
Sex and Sensibility - on the science of sex, gender, and sexuality fascinating	Sexuality/Gender
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More from Earshot - Podcasts	Various
Roman on EEON Youth Event April 2021	Youth
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Racism: Tesla Racism Case Award Cut to \$15 Million From \$137 Million	Discrimination Cases
Racism: Uber agrees to settle California discrimination lawsuit for \$10 million	Discrimination Cases
Age: Google settles a multi-million dollar class action lawsuit accusing the tech giant of age discrimination against potential applicants	Discrimination Cases

Disability: Coca-Cola to pay \$2.25M, update return-to-work policy to settle ADA charge	Discrimination Cases
Sex: MORGAN STANLEY SETTLES BIAS SUIT WITH \$54 MILLION	Discrimination Cases
Sexual harrasment: Kristy Fraser-Kirk hopes times have changed since her high profile sexual harassment case	Discrimination Cases
Understanding the Job - Edward Capaldi	Understanding the job
Introduction to human-centred design	Human Centred Design
Mental Health Video	Mental Health